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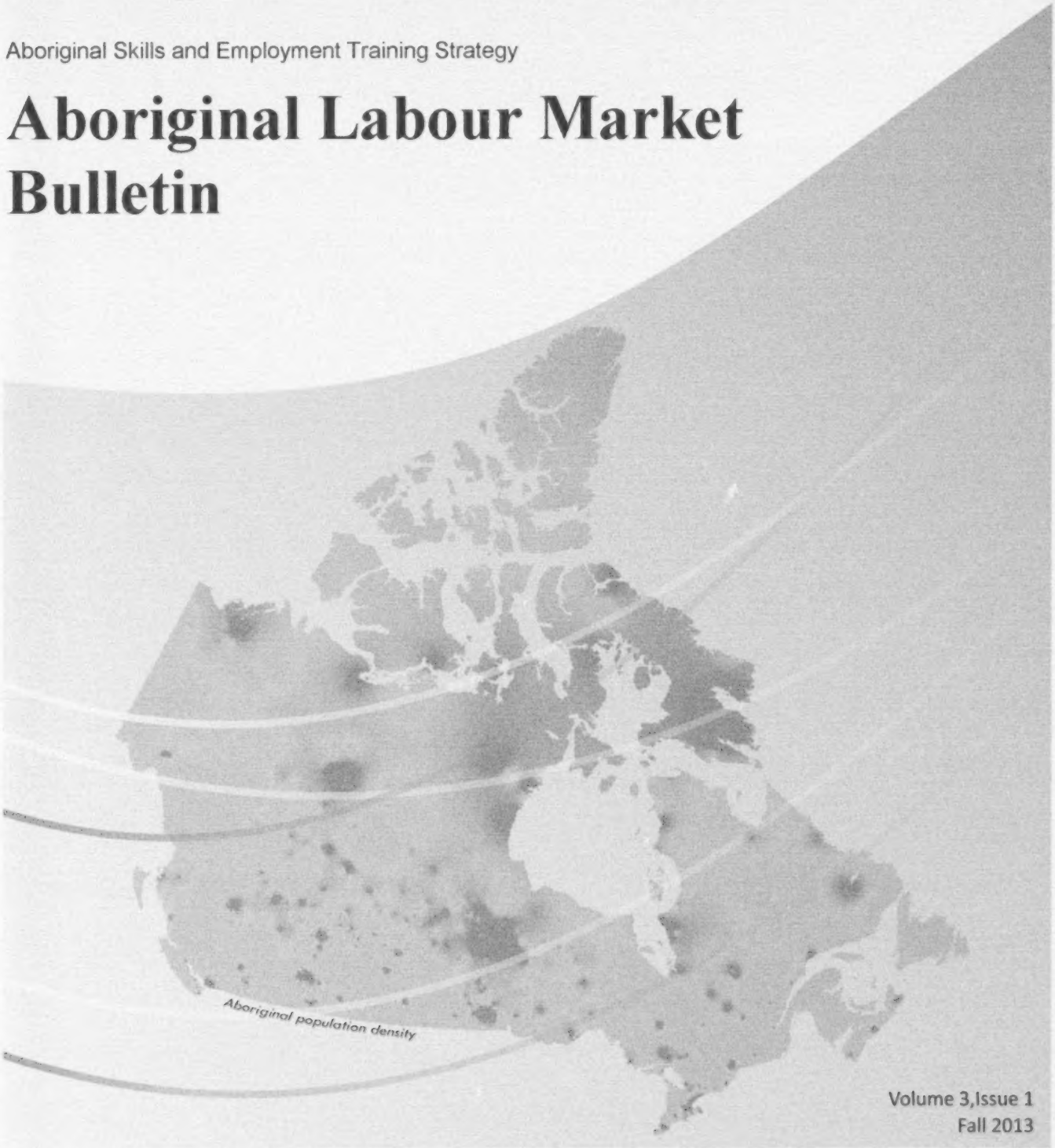
Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin



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Aboriginal Labour Market Bulletin

Volume 3, Issue 1 (Fall 2013)

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On the cover...

The Aboriginal population density map was prepared by ESDC Geomatics Services using data from Census 2006.

Darker shading indicates a higher share of Aboriginal people in the local population; grey regions have limited data.

Preface

The *Aboriginal Labour Market Bulletin* (ALMB) serves as a tool to share up-to-date labour market information with Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders across Canada. The ALMB can help ASETS agreement holders identify emerging opportunities for First Nations, Inuit, and Métis people, better linking training to labour market demand. In each issue, the bulletin will examine—with an Aboriginal focus—general economic conditions, labour market and demographic trends, and current and potential employment opportunities at the national and regional levels.

The **Aboriginal Skills and Employment Training Strategy** is a Government of Canada program designed to help Aboriginal people prepare for, find, and maintain jobs.

Through ASETS, Aboriginal organizations design and deliver employment programs and services best-suited to meet the unique needs of their communities.

With 84 agreement holders and more than 600 points of service, ASETS ensures that Aboriginal people in Canada are able to access skills development and training in order to take advantage of economic development opportunities.

This issue contains an overview of Canada's recent economic performance and labour market situation, as well as feature articles on skilled trades and education that draw on recent data releases from the 2011 National Household Survey. Successful partnerships and lessons learned are also showcased along with useful resources. As one of the pillars of ASETS, partnerships can be a valuable tool for achieving sustainable employment outcomes for Aboriginal clients.

The ALMB is produced by a team of analysts and managers at Employment and Social Development Canada (ESDC—formerly HRSDC). The bulletin's content draws on Statistics Canada's Labour Force Survey and other publicly available resources. Partnership information was obtained from publicly available resources, as well as agreement holders themselves.

How can Agreement Holders contribute?

We encourage agreement holders to share their stories of promising practices and lessons learned as potential contributions to future issues of the bulletin. We also invite all readers to share feedback on how we can improve this publication, including suggested topics of interest. For comments and contributions, please contact us at *NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca*.

Disclaimer

The Aboriginal Labour Market Bulletin is prepared for informational purposes only. Every effort has been made to present facts in an impartial manner. The inclusion or exclusion of particular facts should not be seen as reflective of the views, opinions, or positions of Employment and Social Development Canada (ESDC) or the Government of Canada. The information contained in the bulletin is drawn in part from secondary sources that have no connection to ESDC or the Government of Canada. ESDC or the Government of Canada are in no way responsible for any errors or omissions in the secondary sources, and any opinions expressed therein are solely those of the author/organization and are in no way to be attributed to ESDC or the Government of Canada.

In this issue...

Aboriginal peoples and the labour market

- Canada saw **employment gains** of 1.2% between June 2012 and June 2013, with 220,000 jobs added. (p8)
  - The most significant increases occurred in construction and professional, scientific, and technical services.

- Population ageing, globalization, and new technology will continue to **shape skills and labour requirements** into the foreseeable future. (p6)
  - Skills development and higher levels of education are cornerstones of longer-term social and economic prosperity in Canada.

> The cost of skills mismatches—the gap between skills employers say they need and the ones job seekers provide—is becoming evident. For example, the Conference Board of Canada estimates this apparent gap is costing Ontario $24 billion in lost economic activity.

- **Labour market outcomes** for the Aboriginal population have been **mixed**: (p8)
  - The unemployment rate was 11.5% in June, 0.8 percentage points lower than a year earlier; however, participation and employment rates were also down slightly.

Employment opportunities and economic developments

- Labour shortages in the **skilled trades** can be alleviated by greater skills development and participation in apprenticeship training. (p30)
  - Aboriginal people have a relatively strong educational attainment in the trades.

> Wages and employment in the trades are growing at a faster rate than the average for all occupations.

- In 2011, nearly half of the Aboriginal population aged 25 to 64 had a **postsecondary qualification**, compared to almost two-thirds of the non-Aboriginal population. (p35)

- **Partnerships that focus on transitions** can help to bridge training and employment and offer a glimpse of a future career. Literacy and essential skills training and meaningful work placements further support easier transitions into the workplace.
  - This issue showcases the Mi'kmaq Confederacy of Prince Edward Island (MCPEI) Trades Transition Program, which works with Habitat for Humanity Canada to introduce individuals to the trades. (p45)

Canada's economic portrait

The broad picture

Although current global economic growth is modest, it is expected to pick up in the next two years. The Bank of Canada forecasts that Canada's economy will grow by 1.8% in 2013 and 2.7% in both 2014 and 2015. Factors contributing to this relatively positive outlook include stabilizing housing markets and household debt levels, increasing consumer and business confidence, and faster economic growth in the United States. Downsides are associated with much of Europe's continued recession as well as slower growth in China and emerging markets. This has placed downward pressure on global commodity prices and the outlook for many commodity exporters has deteriorated (IMF 2013).

Canada's labour market performance in the first half of 2013 reflects this mixed economic situation, with large employment gains in some months and declines in others. In the first half of 2013, monthly employment gains averaged 11,000—lower than the average of 27,000 observed in the preceding 6-month period (Statistics Canada 2013a). Nonetheless, 42,000 jobs were created between January and July of this year and more than 200,000 jobs have been added in the past 12 months.

Despite year-over-year employment growth, CIBC (Tal 2013) reports persistently low levels of employment quality compared to that seen in the late 1980s and early 2000s. A gap between the number of full-time and part-time jobs remains and employment growth in higher-paying industries continues to lag behind those in low- and medium-paying industries. This implies that the economy has to generate more jobs to maintain a similar pace of economic growth.

Aboriginal peoples in Canada in 2011

NHS 2011 by the numbers:

# with Aboriginal identity:	1,400,685
Proportion reporting Aboriginal identity:	4.8%
Median age of Aboriginal population:	28 years
% working age (25 to 64):	47.9%
Largest number with Aboriginal identity:	Ontario 301,430
% living in urban areas:	56.1%

Source: Statistics Canada (2013b)

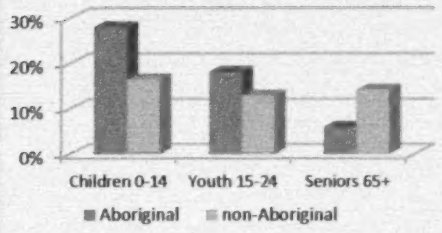
One of the highlights of the past few months has been the release of 2011 Census and National Household Survey (NHS) [1] results. The NHS is the most comprehensive source of data on Aboriginal people and communities in Canada, providing a relatively current snapshot of demographics, including population counts and age, gender, and geographic distributions, as well as language, family, income, educational attainment, and labour market variables.

In 2011, about **1.4 million people reported an Aboriginal identity**, representing 4.3% of the Canadian population. Aboriginal people accounted for 3.8% of the population in the 2006 Census.

[1] In 2011, the voluntary NHS replaced the mandatory, long-form Census. Due to differences in methodology and content (including questions used to measure Aboriginal identity), comparisons over time (e.g., between 2006 Census and 2011 NHS) should be undertaken with care. Please see the **Data Guide** for more information.

Of those with Aboriginal identity in 2011, about 61% identified as First Nations (North American Indian), 32% identified as Métis, and 4% identified as Inuit. Other and multiple Aboriginal identities accounted for the remaining 3%.

Figure 1: Share of age cohorts, Aboriginal vs. non-Aboriginal, 2011



Source: Statistics Canada (2013b)

The Aboriginal population remains younger than the non-Aboriginal population: the median age in 2011 was 28 years, compared with 41 years for non-Aboriginal Canadians. (The median is the age where one-half of the population is older and one-half is younger). There are proportionately larger cohorts of young Aboriginal people and a smaller cohort of older people (see Figure 1). In fact, 46% of Aboriginal people are under the age of 25, versus 29% among the rest of the Canadian population. The working-age population (aged 25 to 64) numbered 671,380 in 2011, or 48% of all Aboriginal people. Nationally, Aboriginal people account for 3.7% of the working-age population; however, in some areas, a much higher proportion of the working-age population is Aboriginal, particularly the north (42%), Manitoba (14%), and Saskatchewan (12%).

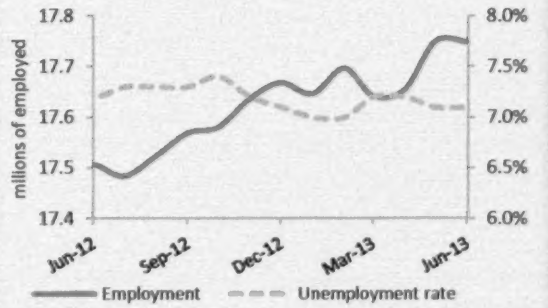
In terms of regional shares of Aboriginal people in 2011, Nunavut (86.3%) and Northwest Territories (51.9%) had the largest proportions. Ontario, topping 300,000, had the largest population size; although this comprises just 2.4% of Ontario's population, it represents more than one-fifth (21.5%) of Canada's Aboriginal population. **A large proportion of Aboriginal people (56.1%) live in population centres** (i.e., urban areas) – including close to three-quarters of those who identify as non-status Indians and Métis. About half of Registered Indians live on reserve, which may or may not be rural/remote, and more than half of Inuit live in rural areas.

Labour market indicators

According to the Labour Force Survey (LFS) employment in Canada increased by about 1.4% between June 2012 and June 2013 (see Figure 2). In the first six months of 2013, the unemployment rate[2] fluctuated between 7.0% and 7.2%.

The LFS estimate of Canada's population[3] age 15+ was over 28.6 million (see Table 1) in June 2013, with the labour force totalling about 19.2 million. The participation rate was 67.1% and the employment rate was 62.4%, both little changed from June 2012.

Figure 2: Employment and unemployment in Canada, June 2012 to June 2013



Source: Labour Force Survey

[2] See national maps on pages 11-12 for a visual representation of employment and unemployment in Canada in June 2013.

[3] The LFS covers the civilian, non-institutionalised population 15 years of age and over and excludes Aboriginal peoples living on-reserve; thus, population estimates will differ from that of the Census and other sources.

The LFS Aboriginal population estimate (which excludes people living on-reserve) was more than 680,000, with a labour force of nearly 450,000. Among Aboriginal people, the unemployment rate was 11.5% in June 2013, 0.8 percentage points lower than a year earlier. However, participation and employment rates were down slightly, -0.7 points and -0.1 points respectively.

Nationally, women had an unemployment rate roughly one percentage point lower than that for men. This was the case in both the overall and Aboriginal populations. The participation and employment rates show a larger gender gap—between 7 and 9 percentage points—which reflects greater variation in labour force attachment for both Aboriginal and non-Aboriginal women.

Table 1: Main indicators, June 2013
Unemployment, employment, and participation rates

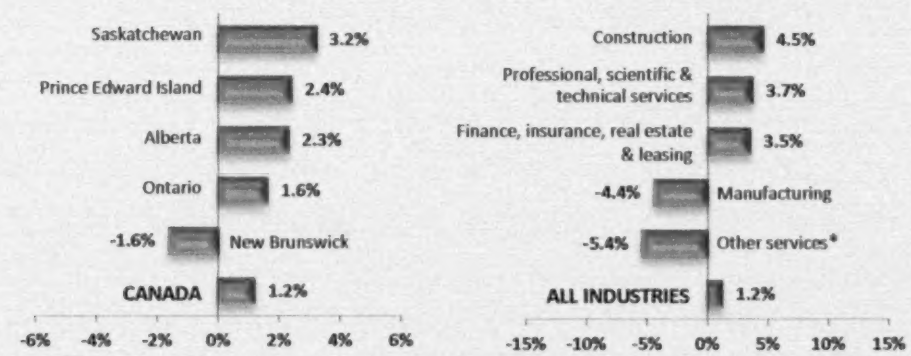
	TOTAL	Women	Men
LFS population estimate[1]	**28,621,400**	14,359,900	13,954,600
Unemployment rate	7.1	6.8	7.7
Participation rate	67.1	62.2	71.3
Employment rate	62.4	58.0	65.9
Aboriginal estimate[2]	**686,500**	356,100	330,400
Unemployment rate	11.5	11.1	12.0
Participation rate	65.4	61.2	70.0
Employment rate	57.8	54.4	61.6

Source: Labour Force Survey
[1] Population indicators are seasonally adjusted
[2] Aboriginal indicators are based on three-month moving averages and not seasonally adjusted; LFS estimates for the Aboriginal population exclude people living on-reserve

Employment gains in Canada

Canada saw an overall employment gain of 1.2% (+220,000 jobs) between June 2012 and June 2013 (see Figure 3). Nearly all of the provinces saw increases during this period, with the greatest proportional gains occurring in Ontario (+106,000), Alberta (+49,600), Saskatchewan (+17,200), and Prince Edward Island (+1,800). The Territories also reported an increase (+1,400 or 2.6%). New Brunswick (-5,700) and British Columbia (-3,700) experienced declines.

Figure 3: Employment gains, June 2012 to June 2013



*'Other services' include automotive repair and maintenance; personal care services (hair care, barber shops, funeral services), and; religious, grant-making, civic, and professional and similar organizations.

Source: Labour Force Survey

By industry (Figure 3), occupations in construction (+57,700) and professional, scientific, and technical services (+48,400) saw significant increases. Absolute gains in employment were also driven by trade (+69,500) and health care and social assistance (+64,300). These increases were offset by losses in other services (-43,400) and manufacturing (-79,600).

In June 2013, about 64% of employees in Canada were working in the private sector while the public sector employed 21%, and 15% were self-employed. Among the sample of Aboriginal people in the LFS, the proportions of private sector (66%) and public sector (24%) workers were slightly higher, while self-employment (10%) was less common.

Job vacancies

Statistics Canada (2013c) and ESDC track job vacancies as a way to assess labour market tightness. Higher vacancies can be associated with economic growth, while lower ones may be linked with slower growth or contraction. In the three-month period ending in April 2013, Canadian businesses reported 234,000 job vacancies—a decline of 20,000 from a year earlier. Out of every 1,000 positions, 16 were vacant—a vacancy rate of 1.6%.

Wanted Analytics—job postings and hiring demand

In June, Canada saw 498,000 online job listings, a 13% increase over a year ago. Occupational groups with the **most online job ads** in June 2013:

- Sales and service occupations	128,721
- Trades, transport and equipment operators	90,184
- Business, finance and administrative occupations	71,600
- Natural and applied sciences	53,343
- Management occupations	49,848

Source: Wanted Analytics (2013)

For every vacant job, there were approximately 6.1 unemployed people, up from 5.6 in April 2012. This unemployment-to-job vacancy (UV) ratio is a measure of overall labour market tightness (see **Glossary**). UV ratios vary by region—Alberta was the lowest, at 2.2—and also by sector. In April 2013, health care and social assistance had the lowest ratio, at 1.1. Educational services (6.1) and construction (13.8) were among the highest.

Education and skills performance in Canada

Population ageing will continue to shape skills and labour requirements into the foreseeable future. With a relatively young population, Aboriginal people will be in a prime position to take advantage of job opportunities. It is expected that Canada will see a reduction in labour force participation as well as in the pool of skills available in the labour market in coming years. However, new jobs require more education and more specific skills. Therefore, skills development and higher levels of education are cornerstones of long-term social and economic prosperity for all Canadians.

Overall, Canada's education system performs well. In a recent international assessment, the Conference Board of Canada (2013a) gave Canada an 'A' and a second-place ranking behind Finland in education performance. Japan, Australia, and Switzerland rounded out the top 5 countries. Canada achieved A or B ratings on 13 of 20 indicators, with particularly high rankings for the K-12 system and rates of high school and college completion. However, Canada

underperformed in the highest levels of skills attainment, including graduates in PhD and STEM (science, technology, engineering and mathematics) programs. Workplace skills training and lifelong education also received lower scores and Canada ranked 10th out of 15 countries on the indicator measuring adult participation in job-related, non-formal education.

As job content shifts in response to global trends and new technology, so do education and skills requirements in the labour market. Skills mismatch—the gap between the skills employers say they need and the ones job seekers provide—thus remains an issue that governments, employers, and the media are actively tracking. In fact, researchers have started to put numbers on the cost of apparent skills shortages. For example, another Conference Board report (2013b) reports a gap between hiring needs and workers' skills in Ontario that is exceeding $24 billion in lost economic activity.

The need to make skills work—this recent study from the Conference Board of Canada (2013b) included a survey of 1,500 employers in Ontario and reports that they are in need of the following kinds of postsecondary credentials:

- **57%** of employers want employees with a **2- or 3-year college diploma**
  - Key fields of study include engineering and technology; business, finance & administration, and; computers and telecommunications.
- **44%** of employers want employees with a **4-year degree**
  - Key fields of study include science & technology; business; health.
- **41%** of employers want employees with **trades certification**
  - Key fields of study include construction and technology.

Further engagement in education and workplace training, by employers and workers alike, will support Canada's ability to address skills gaps. The new Canada Job Grant from Budget 2013 will be introduced along with other initiatives related to trades and apprenticeship, including support for apprentices. These programs and others will improve access to skills and training that can help to address the Aboriginal underrepresentation in the labour market and in some forms of postsecondary education.

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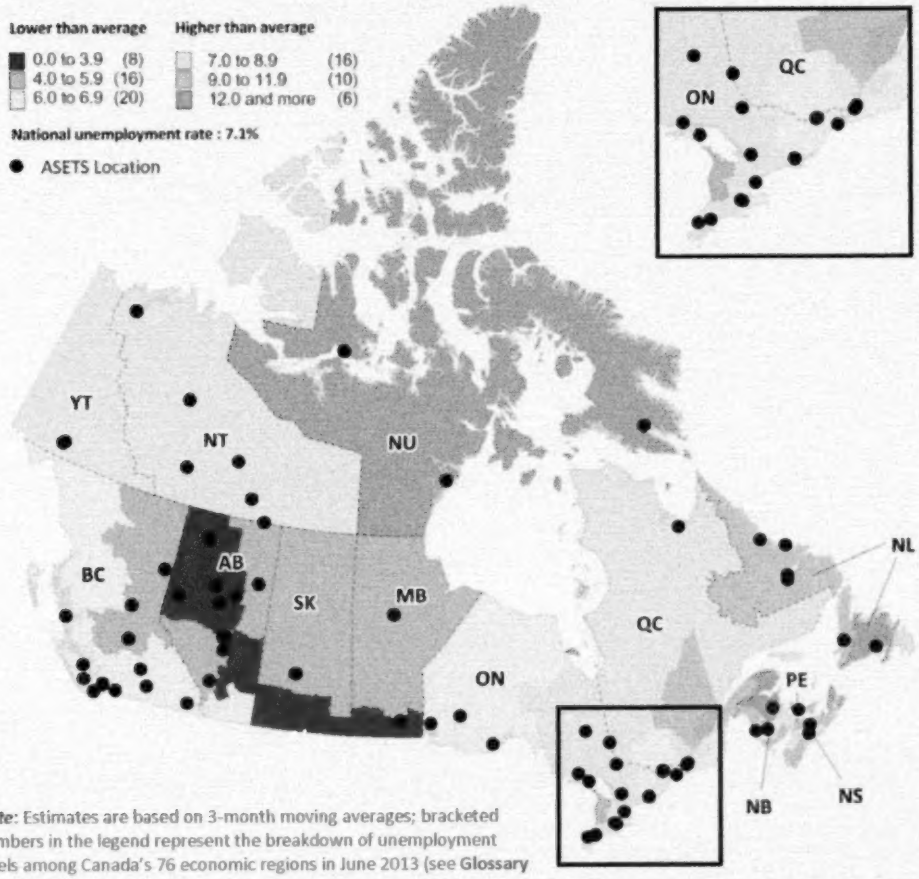
Unemployment rates in Canada

June 2013



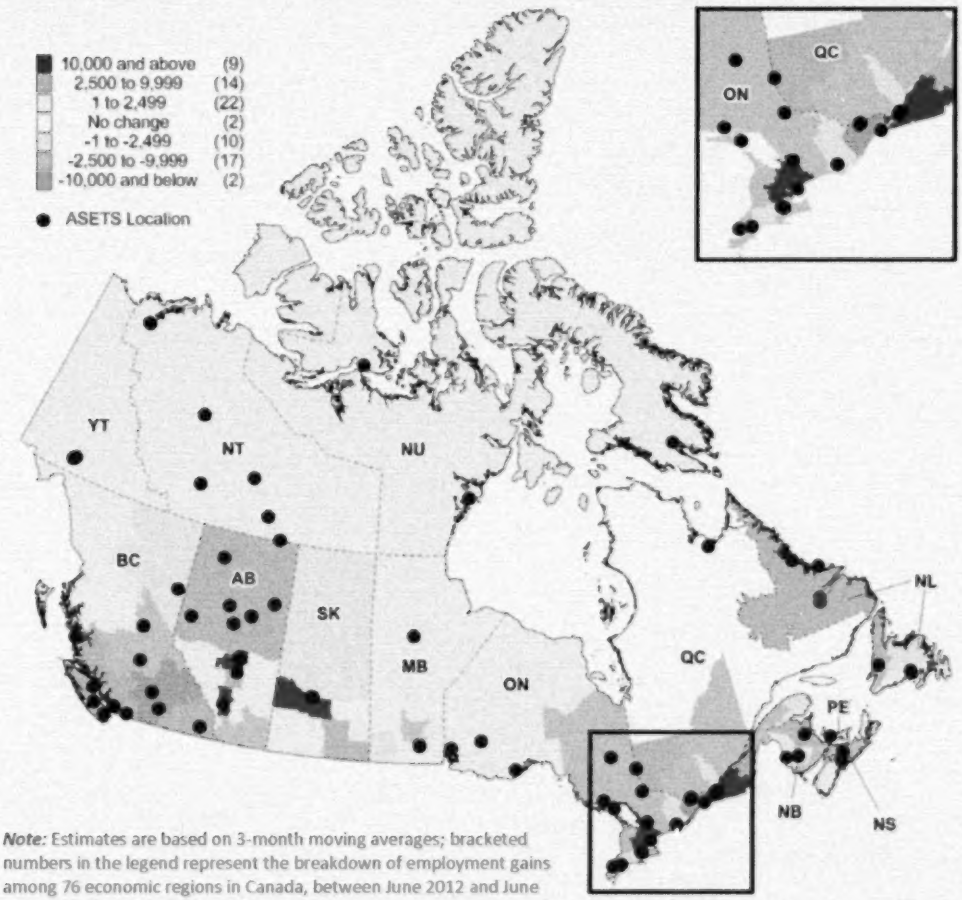
Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of unemployment levels among Canada's 76 economic regions in June 2013 (see Glossary for more information).

Source: ESDC Geomatics Services; data from Labour Force Survey

- In June 2013, the unemployment rate for Canada was 7.1%; 24 of 76 economic regions (ERs) had rates of less than 6.0%.
- Higher levels of unemployment were found in Newfoundland and Labrador, Nunavut, Prince Edward Island, and parts of New Brunswick and Nova Scotia. The region of Notre Dame – Central Bonavista Bay in Newfoundland had the highest unemployment rate, at 17.6%.
- Northeastern British Columbia, Northwestern Alberta, as well as southern Saskatchewan and Manitoba, had lower levels of unemployment. The region of South Central in Manitoba had the lowest unemployment rate (2.2%).

Employment gains in Canada

June 2012 to June 2013



Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of employment gains among 76 economic regions in Canada, between June 2012 and June 2013 (see **Glossary** for more information).

Source: ESDC Geomatics Services; data from Labour Force Survey

- **In absolute terms, the greatest employment gains were found in parts of Ontario, Alberta, Quebec and Saskatchewan (+10,400 to +148,100). The regions of Toronto ON, Montreal QC, and Montérégie QC accounted for the majority (90.3%) of all employment gains in Canada between June 2012 and June 2013.**

- **Ottawa ON, Thompson – Okanagan BC, and Northeast ON experienced larger employment declines (-9,800 to -25,200).**

Atlantic Canada

(INCLUDES NEWFOUNDLAND AND LABRADOR, PRINCE EDWARD ISLAND, NOVA SCOTIA, AND NEW BRUNSWICK)

Labour market indicators

In June 2013, the total population aged 15 years and over in the Atlantic provinces was about 1.95 million. The Aboriginal population represented 2.3% of that, or 45,400 people.

The unemployment rate in Atlantic Canada was 10.1%, while the participation rate was 64.3% and the employment rate 57.8%.

The unemployment rate among the Aboriginal population in the Atlantic provinces was 12.5%, a decrease of 2.4 percentage points from a year earlier. Between June 2012 and June 2013, the participation rate for Aboriginal people increased 2.2 percentage points, to 66.5% while the employment rate went up 3.5 percentage points to 58.2%.
The participation and employment rates for Aboriginal people in the Atlantic provinces was higher than that of the total population.

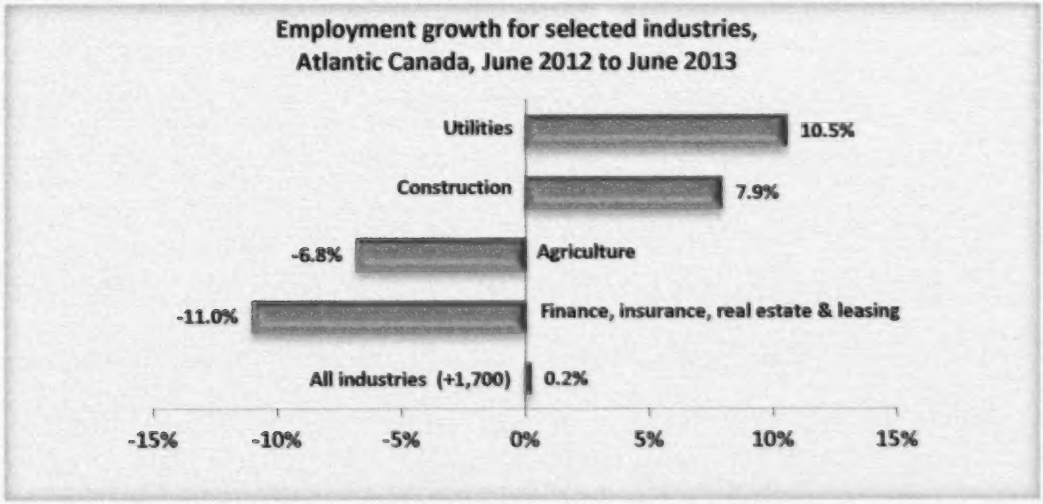
Main indicators – Atlantic Canada
Unemployment, employment, and participation rates

	June 2013	Y/Y change
Total population (15+)	**1,951,200**	
Unemployment rate	10.1	0.0
Participation rate	64.3	0.0
Employment rate	57.8	0.0
Aboriginal population*	**45,400**	
Unemployment rate	12.5	-2.4
Participation rate	66.5	2.2
Employment rate	58.2	3.5

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Construction (+6,000) and utilities (+1,100) led employment growth in Atlantic Canada between June 2012 and June 2013. Trade (+4,300) and management of companies and other support services (+3,200) also saw notable gains. Finance, insurance, real estate and leasing (-6,000) as well as manufacturing (-4,300) and agriculture (-1,000) experienced declines during that period.



Regional characteristics

From June 2012 to June 2013, 10 of the 15 economic regions (ERs) in Atlantic Canada saw increases in employment, including South Coast – Burin Peninsula and West Coast – Northern Peninsula - Labrador in Newfoundland and Labrador. However, declines were observed in North Shore in Nova Scotia and Saint John – St. Stephen and Moncton – Richibucto in New Brunswick.

During the same period, three regions in Nova Scotia (Cape Breton, Annapolis Valley, and Southern) as well as two ERs in Newfoundland and Labrador (South Coast – Burin Peninsula and West Coast – Northern Peninsula - Labrador) and Prince Edward Island experienced the greatest improvement in labour market performance. These areas reported a decrease in unemployment rate and an increase in employment rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Newfoundland and Labrador	429,500	267,800	238,000	0.8%	11.1	-0.9	62.4	-0.4	55.4	0.2
Avalon Peninsula	224,300	148,300	136,600	-0.9%	7.9	-0.7	66.1	-2.0	60.9	-1.3
South Coast – Burin Peninsula	29,800	17,200	14,100	8.5%	18.2	-0.2	57.7	4.7	47.2	4.0
West Coast – Northern Peninsula – Labrador	85,800	52,500	46,300	7.7%	11.9	-3.5	61.2	2.1	53.9	3.9
Notre Dame – Central Bonavista Bay	89,600	49,800	41,100	-2.8%	17.6	1.1	55.6	-0.8	45.8	-1.2
Prince Edward Island	120,600	85,000	76,000	2.4%	10.6	-0.3	70.4	1.2	63.0	1.4
Nova Scotia	781,200	506,600	461,700	0.8%	8.8	-0.5	64.8	0.1	59.1	0.4
Cape Breton	109,800	65,200	57,000	2.9%	12.6	-1.6	59.4	1.2	51.9	2.0
North Shore	128,700	78,100	70,300	-6.0%	9.9	0.0	60.7	-3.4	54.7	-3.1
Annapolis Valley	99,300	61,900	56,400	3.9%	8.9	-1.7	62.3	1.3	56.8	2.2
Southern	96,300	57,000	50,500	0.8%	11.4	-0.2	59.1	0.9	52.4	0.9
Halifax	347,000	244,400	227,600	1.9%	6.9	0.0	70.4	0.4	65.6	0.5
New Brunswick	619,800	395,800	352,900	-1.6%	10.8	1.3	63.9	0.0	56.9	-0.9
Campbellton – Miramichi	126,300	76,100	62,900	4.7%	17.3	0.9	60.2	4.0	49.8	2.8
Moncton – Richibucto	174,600	115,000	104,900	-4.5%	8.9	1.6	65.9	-2.4	60.1	-3.2
Saint John – St. Stephen	144,500	93,200	82,800	-5.3%	11.1	2.4	64.5	-1.7	57.3	-3.1
Fredericton – Oromocto	110,800	70,300	65,700	0.5%	6.6	-0.2	63.4	-0.5	59.3	-0.2
Edmundston – Woodstock	63,600	41,200	36,600	2.2%	11.2	0.6	64.7	2.6	57.4	1.8

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Atlantic Canada in the news

Newfoundland and Labrador

The Province of Newfoundland and Labrador has invested several million dollars towards **bridge replacement and repair** in the province, with more projects upcoming. The investments are part of a 2013 budget allocation of $866 million towards **infrastructure projects that will generate 5,330 person years of employment**. (Telegram, July 17, 2013)

Cineplex has purchased most of Empire Theaters 24 movie theaters in Atlantic Canada, including all three in Newfoundland. All employees are expected to be kept on, and Cineplex is considering expanding operations in the province. (Telegram, July 4, 2013)

Prince Edward Island

Vector Aerospace in Summerside was awarded a contract for repair and maintenance of the engines on the CC-138 Twin Otter aircraft used by Canadian Armed Forces in the northern regions of the country. The National Defense contract will pay out $1 million over three years, with seven additional one-year options, bringing the potential total 10-year value to $7.9 million. Fifty new employees have been hired on this year **and the recent contract will see a dozen more employees hired** before 2014. (Guardian, August 28, 2013)

Nova Scotia

The Nova Scotia Aboriginal Employment Partnership recently received funds from the federal government to **provide training for Aboriginal people to participate in the $25 billion Irving Shipbuilding contract**. This new initiative will provide training and work experience for Aboriginal people across Nova Scotia in the shipbuilding industry, the spin-off economy, and other growth sectors. (Nova Scotia Aboriginal Employment Partnership, June 12, 2013)

Butterfield Fulcrum, an international hedge-fund administrator, is planning an expansion of its Halifax operation with the help of a $1.26 million provincial payroll rebate. The rebate will be provided over three years from Nova Scotia Business Inc., the province's business development agency, and will result in the **creation of 150 new jobs**. (Chronicle Herald, July 24, 2013).

New Brunswick

TransCanada and Irving Oil Limited have announced a partnership to build and operate a $300 million deep-water marine terminal in Saint John. The Canaport Energy East Marine Terminal will be used to export crude oil by oil tanker ships. The project will begin in 2015. Contingent on the realization of the TransCanada oil pipeline project, **it is expected to create hundreds of construction jobs and will employ approximately 50 people to operate**. (Irving Oil, August 1, 2013)

The Government of New Brunswick announced the construction of a 65-bed nursing home in Mill Cove to replace the existing facility. **Construction on the $18.3 million project commenced in July and is expected to be completed in the fall of 2014**. (Government of New Brunswick, July 30, 2013)

Useful links

Newfoundland and Labrador

NL Labour Market Information
http://www.lmiworks.nl.ca/LabourMarketInformation/Default.aspx?key=145

Labour Market and Career Information for Aboriginal Peoples
http://www.lmiworks.nl.ca/Aboriginal/Default.aspx

Nova Scotia

Career Options Nova Scotia
http://novascotiacareeroptions.ca/default.asp?mn=1.28.49

New Brunswick

NB Labour Market Information
http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/labour.html

Prince Edward Island

Employment Development Agency Jobs Registry
http://www.gov.pe.ca/infopei/index.php3?number=50808

Opportunities PEI
http://www.opportunitiespei.ca/working-finding

Quebec

Labour market indicators

In June 2013, the total population aged 15 years and over in Quebec was approaching 6.7 million. The Aboriginal population accounted for about 0.9%, or 61,000 people.

The unemployment rate for Quebec stood at 7.7%, while the participation rate was 65.9% and the employment rate was 60.8%.

The unemployment rate among the Aboriginal population was 9.7% in June 2013, 4.3 percentage points lower than a year earlier. Over the same period, the participation rate decreased by 1.5 percentage points to 61.2%. The employment rate for Aboriginal people increased from 53.9% to 55.2%.

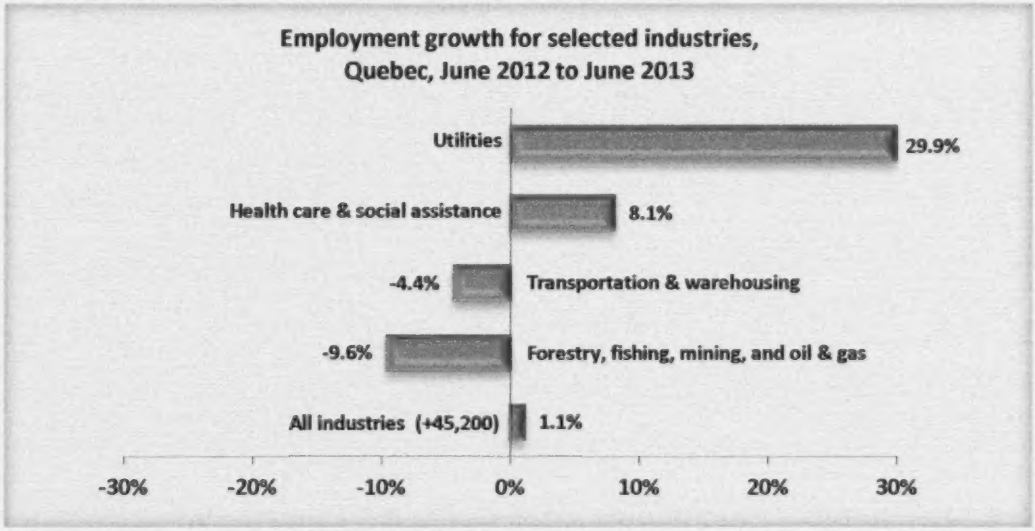
Main indicators – Quebec
Unemployment, employment, and participation rates

	June 2013	Y/Y change
Total population (15+)	**6,685,100**	
Unemployment rate	7.7	0.0
Participation rate	65.9	0.2
Employment rate	60.8	0.1
Aboriginal population*	**61,000**	
Unemployment rate	9.7	-4.3
Participation rate	61.2	-1.5
Employment rate	55.2	1.3

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

From June 2012 to June 2013, employment growth in Quebec was driven by health care and social assistance (+41,800), construction (+14,300), and finance, insurance, real estate and leasing (+12,100) as well as utilities (+6,600). Offsetting these gains were decreases in transportation and warehousing (-8,000), and forestry, fishing, mining, oil & gas (-3,400) as well as in manufacturing (-19,700).



Regional characteristics

Between June 2012 and June 2013, 7 of Quebec's 16 economic regions (ERs) experienced an increase in employment, with the largest increases in the regions of Centre-du-Québec and Estrie. However, several regions saw declines in employment, including Mauricie and Saguenay – Lac-Saint-Jean.

In Quebec, labour market performance weakened somewhat between June 2012 and June 2013. The unemployment rate was higher in half of the province's ERs, with the largest increase in Gaspésie – Îles-de-la-Madeleine. The employment rate declined in 10 of the 16 ERs during this period.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Gaspésie – Îles-de-la-Madeleine	78,300	44,200	36,700	-4.9%	16.9	4.6	56.4	0.4	46.9	-2.2
Bas-Saint-Laurent	166,000	100,100	90,900	-6.0%	9.1	-0.4	60.3	-3.9	54.8	-3.3
Capitale-Nationale	598,200	406,800	384,300	-2.1%	5.5	-0.3	68.0	-2.3	64.2	-2.0
Chaudière – Appalaches	336,600	225,700	211,400	2.2%	6.3	1.6	67.0	2.3	62.8	1.1
Estrie	262,500	165,100	154,900	11.4%	6.2	-2.2	62.9	4.6	59.0	5.6
Centre-du-Québec	193,100	124,400	114,700	11.5%	7.7	-1.5	64.4	5.3	59.4	5.8
Montérégie	1,213,700	825,800	773,400	2.8%	6.3	0.1	68.0	1.2	63.7	1.1
Montréal	1,644,700	1,082,300	976,900	3.1%	9.7	-0.8	65.8	0.9	59.4	1.3
Laval	343,500	237,500	221,900	1.5%	6.5	-0.8	69.1	-0.6	64.6	-0.1
Lanaudière	402,000	269,600	247,400	-0.1%	8.3	1.1	67.1	-0.2	61.5	-0.9
Laurentides	476,200	328,800	307,700	-1.9%	6.4	0.0	69.0	-2.3	64.6	-2.2
Outaouais	314,100	204,400	191,600	-3.3%	6.3	-0.2	65.1	-3.3	61.0	-2.9
Abitibi – Témiscamingue	118,000	79,200	72,400	5.7%	8.6	2.3	67.1	5.1	61.3	3.2
Mauricie	222,200	118,000	105,500	-6.8%	10.6	1.1	53.1	-3.2	47.5	-3.5
Saguenay – Lac-Saint-Jean	225,100	137,300	123,900	-6.2%	9.8	2.5	61.0	-2.2	55.0	-3.6
Côte-Nord & Nord-du-Québec	90,900	57,200	52,300	0.0%	8.5	1.8	62.9	1.1	57.5	-0.2

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Quebec in the news

Construction has begun to build a new multifunctional complex in the city of Dégelis, which will include an infotourism centre, a convenience store, gas station, two fast food restaurants, an automatic car wash as well as various boutiques. The total cost of this project is $5 million and work will take place until March 2014. **The new complex will create 60 permanent jobs as well as 60 jobs for the construction phase.** (Infodimanche, August 28, 2013).

Aluminerie Alouette extending $10 million, guaranteed in October 2011, to build an additional pavilion at the Sept-Îles CEGEP campus of the Université du Québec à Chicoutimi (UQAC). This new building called 'Alouette' will welcome up to 400 new students and guarantee greater access to university cources for northern residents. UQAC has been offering university level education through the Sept-Îles CEGEP for over 40 years and will now be able to offer additional courses. (Journal Le Nord-Côtier, August 20, 2013).

Useful links

QC Labour Market Information
http://imt.emploiquebec.net/mtg/inter/noncache/contenu/asp/mtg941_accueil_angl_01.asp

Ontario

Labour market indicators

In June 2013, the total population aged 15 years and over in Ontario was approximately 11 million. The Aboriginal population accounted for 1.5%, or 167,300 people.

The unemployment rate in Ontario was 7.5%, a decline of 0.4 percentage points from June 2012. The participation rate stood at 67.0% and the employment rate at 61.9%; there was little change in these figures from a year earlier.

Main indicators – Ontario
Unemployment, employment, and participation rates

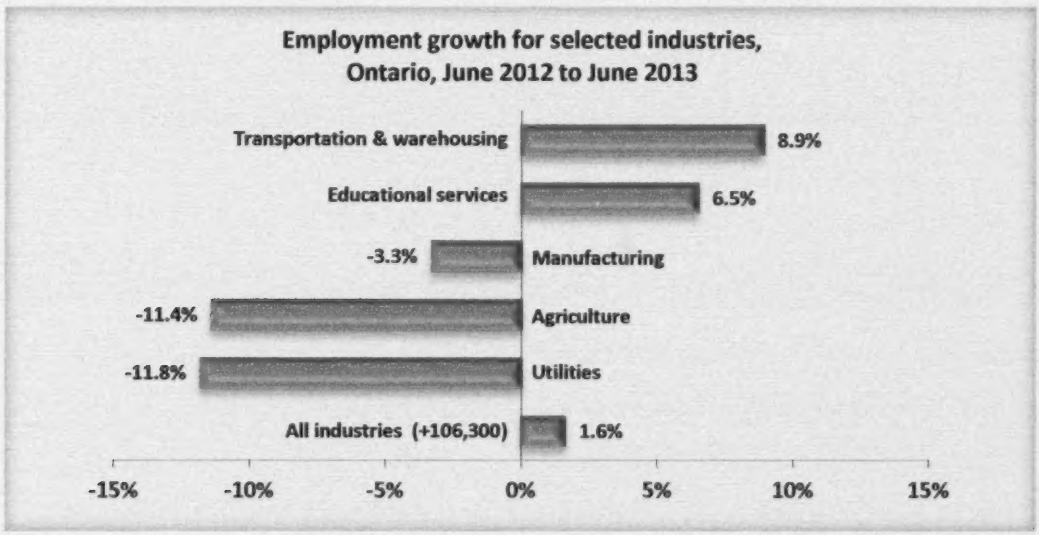
	June 2013	Y/Y change
Total population (15+)	**11,184,900**	
Unemployment rate	7.5	-0.4
Participation rate	67.0	0.0
Employment rate	61.9	0.2
Aboriginal population*	**167,300**	
Unemployment rate	11.9	0.1
Participation rate	60.4	-5.2
Employment rate	53.2	-4.6

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

The unemployment rate for the Aboriginal population was 11.9% in June 2013, about the same as June 2012. Between June 2012 and June 2013, the participation rate for Aboriginal people declined by 5.2 percentage points to 60.4%. Over the same period, a similar decrease in the participation rate was also recorded, down 4.6 percentage points to 53.2%.

Employment growth by sector

Ontario saw employment growth in educational services (+40,300) and transportation and warehousing (+27,300) between June 2012 and June 2013. There were also large gains in trade (+37,800) and health care and social assistance (+29,000) during that time. The highest proportional employment losses were found in utilities (-7,000) and agriculture (-11,600); other services (-29,300) and manufacturing (-26,700) experienced notable decreases from a year earlier.



Regional characteristics

Regional labour markets in Ontario were relatively weaker in June 2013, compared to a year earlier. Decreases in both employment rate and participation rate were recorded in 8 of Ontario's 11 economic regions (ERs), including Ottawa, Stratford – Bruce Peninsula, and Muskoka – Kawarthas.

Only three ERs, Toronto, Kitchener – Waterloo – Barrie, and Northwest, saw employment gains. The unemployment rate was lower in 4 ERs, including Northwest, Toronto, and Hamilton – Niagara Peninsula.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Ottawa	1,073,500	732,300	685,800	-3.5%	6.3	0.2	68.2	-3.2	63.9	-3.1
Kingston – Pembroke	372,900	229,000	214,300	-1.0%	6.4	-0.4	61.4	-1.0	57.5	-0.7
Muskoka – Kawarthas	321,100	188,100	171,700	-3.9%	8.7	1.3	58.6	-1.7	53.5	-2.3
Toronto	5,224,400	3,581,500	3,294,500	4.7%	8.0	-0.9	68.6	1.3	63.1	1.8
Kitchener – Waterloo – Barrie	1,062,800	761,900	707,700	2.3%	7.1	0.5	71.7	1.1	66.6	0.7
Hamilton – Niagara Peninsula	1,187,200	764,400	713,900	-0.5%	6.6	-0.8	64.4	-1.3	60.1	-0.8
London	548,600	362,500	332,600	-0.5%	8.3	0.4	66.1	-0.5	60.6	-0.8
Windsor – Sarnia	518,700	321,000	292,700	-1.6%	8.8	0.2	61.9	-0.8	56.4	-0.9
Stratford – Bruce Peninsula	245,600	159,800	152,400	-3.5%	4.6	0.7	65.1	-1.8	62.1	-2.2
Northeast	457,400	278,100	258,200	-3.7%	7.1	0.9	60.8	-1.3	56.5	-1.8
Northwest	172,900	110,700	103,500	2.0%	6.5	-1.6	64.1	0.3	59.9	1.3

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Ontario in the news

The Mohawks of the Bay of Quinte (MBQ) have begun construction on a new $4.1 million administration building, the first of its kind in the community. The construction project will be financed, in part, by funds received from the revenue sharing agreement with the Ontario Lottery and Gaming Corporation. The new building will house the council chambers for the MBQ, as well as the majority of the territory's administrative services (Napanee Beaver, July 4, 2013, p. 11).

The Wabauskang First Nation, north of Kenora, has partnered with BC company Aspenware to create ten new jobs in the small community. Makoose Wood Innovations in Wabauskang will provide Aspenware with the thin pieces of poplar needed to create their disposable wooden cutlery. Makoose Wood Innovations owner Doug Riffel predicts the new contract will allow him to double his current workforce of ten employees (CBC News, July 17, 2013).

Useful links

ON Labour Market Information
http://www.tcu.gov.on.ca/eng/labourmarket/

Economic Updates
http://www.fin.gov.on.ca/en/economy/ecupdates/

Manitoba

Labour market indicators

In June 2013, the total population aged 15 years and over in Manitoba was 972,000. The Aboriginal population accounted for 10.1% of that, or 98,200 people—the highest proportion among all provinces.

Manitoba's unemployment rate stood at 5.2%, a small increase from June 2012. The participation rate was 69.3% and the employment rate was 65.7%, both down slightly from a year earlier.

The unemployment rate for the Aboriginal population was 10.9% in June 2013, almost a percentage point lower than a year earlier. The participation rate for Aboriginal people was 67.5% in June 2013 while the employment rate increased from 59.6% in June 2012 to 60.1% in June 2013.

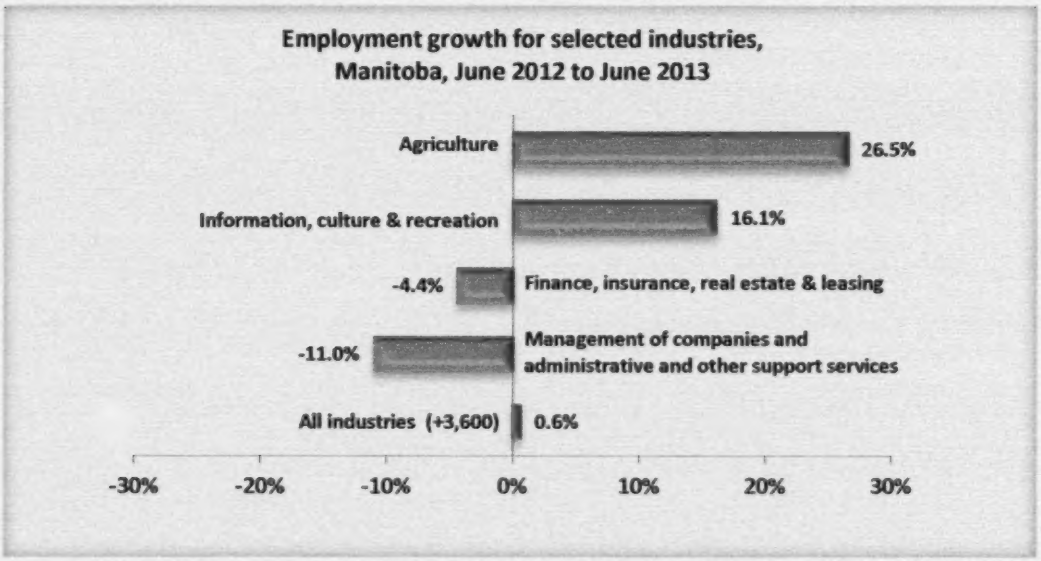
Main indicators – Manitoba
Unemployment, employment, and participation rates

	June 2013	Y/Y change
Total population (15+)	**972,000**	
Unemployment rate	5.2	0.2
Participation rate	69.3	-0.1
Employment rate	65.7	-0.3
Aboriginal population*	**98,200**	
Unemployment rate	10.9	-0.9
Participation rate	67.5	-0.1
Employment rate	60.1	0.5

Estimates are based on three-month moving averages (see Glossary for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Employment growth from June 2012 to June 2013 in Manitoba was supported by agriculture (+5,400) and information, culture and recreation (+3,800) as well as construction (+2,300). Management of companies and administrative and other support services (-2,300) and finance, insurance, real estate and leasing (-1,500) experienced losses, along with trade (-4,000).



Regional characteristics

There were employment gains in 5 of Manitoba's 7 economic regions (ERs) between June 2012 and June 2013, with the largest increases in the regions of North Central and South Central. Declines in employment were observed in Interlake and Southwest. During the same period, employment rates increased in 4 regions and participation rates increased in 5 regions. North Central saw the largest increase in participation and employment rates while Interlake experienced the greatest decreases.

The unemployment rate declined in 3 regions during this period. Southwest had the largest drop while South Central recorded the lowest unemployment rate of all ERs in Canada in June 2013, at 2.1%. In fact, 3 of Manitoba's ERs had unemployment rates under 3%.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Southeast	85,200	60,200	57,900	2.7%	3.9	0.5	70.7	1.1	68.0	0.8
South Central	48,800	33,200	32,400	4.9%	2.2	-1.9	67.9	1.0	66.4	2.2
Southwest	84,200	57,900	56,200	-2.4%	2.9	-2.1	68.8	-3.5	66.8	-1.9
North Central	36,900	25,700	25,100	7.7%	2.6	0.0	69.7	4.5	67.9	4.4
Parklands & North	58,300	38,200	36,100	0.6%	5.4	-1.5	65.5	0.3	61.9	1.2
Interlake	73,600	48,300	46,300	-8.0%	4.1	0.7	65.7	-5.6	63.0	-5.9
Winnipeg	585,000	409,700	384,400	1.0%	6.2	0.8	70.0	0.3	65.7	-0.2

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Manitoba in the news

HyLife Foods' pork processing plant in Neepawa plans to expand this fall, resulting in the addition of 43 new employees. HyLife currently employs about 850 unionized workers as well as 90 people in supervisory and management roles in Neepawa. The increase in production will largely accommodate HyLife's growth in international sales, where its current export focus is with Asia. (Neepawa Press, July 31, 2013)

The Government of Manitoba launched its first annual 2013 Youth Summer Employment Programs which **created 5,000 jobs for youth** across the province this summer. This year, Manitoba Children and Youth Opportunities is contributing more than $9 million to the summer employment programs. The provincial government aims to create **75,000 new jobs by 2020**. (Winnipeg Free Press, June 26, 2013)

Useful links

MB Labour Market Information
http://www.gov.mb.ca/tce/lmi/index.html

Saskatchewan

Labour market indicators

In June 2013, the total population aged 15 years and over in Saskatchewan was 823,400. The Aboriginal population represented 8.8% of that, or 72,300 individuals.

The unemployment rate was 4.1%, the lowest in Canada in June 2013 and down 0.7 percentage points from a year earlier. The participation rate stood at 70.8% and the employment rate was 67.9%.

The unemployment rate among the Aboriginal population was 12.0% in June 2013, 0.7 percentage points lower than a year earlier. The participation rate was 65.6% and the employment rate increased 0.7 percentage points to 57.7% between June 2012 and June 2013.

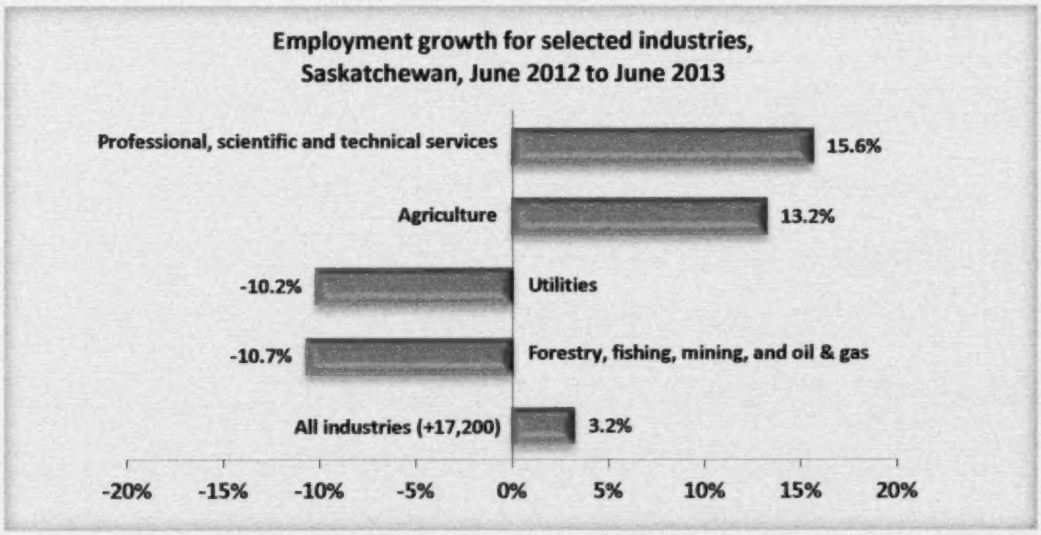
Main indicators – Saskatchewan
Unemployment, employment, and participation rates

	June 2013	Y/Y change
Total population (15+)	**823,400**	
Unemployment rate	4.1	-0.7
Participation rate	70.8	0.5
Employment rate	67.9	1.0
Aboriginal population*	**72,300**	
Unemployment rate	12.0	-0.7
Participation rate	65.6	0.2
Employment rate	57.7	0.7

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between June 2012 and June 2013, Saskatchewan had the highest proportional employment growth, at 3.2%. Notable increases were recorded in professional, scientific and technical services (+3,800) and agriculture (+5,000), as well as trade (+4,000). However, these gains were offset by losses in forestry, fishing, mining, and oil & gas (-2,800), utilities (-600), and information, culture, and recreation (-1,800).



Regional characteristics

From June 2012 to June 2013, all of the economic regions (ERs) in Saskatchewan experienced increases in employment, with the exception of Prince Albert & Northern. Similarly, all but one of the regions (Yorkton – Melville) saw a drop in unemployment rate. Saskatoon – Biggar had the highest employment gains while Swift Current – Moose Jaw had the largest decline in unemployment.

Compared to June 2012, the participation and employment rates in June 2013 were the same or higher in 4 of the province's 5 ERs. Prince Albert & Northern was the only ER with declines in both employment and participation rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Regina – Moose Mountain	246,400	182,600	176,600	4.6%	3.3	-0.3	74.1	1.4	71.7	1.7
Swift Current – Moose Jaw	81,300	54,300	52,500	1.7%	3.4	-1.5	66.9	0.0	64.6	1.0
Saskatoon – Biggar	278,000	200,300	192,100	5.7%	4.1	-1.2	72.1	1.1	69.1	1.8
Yorkton – Melville	62,400	40,900	38,800	1.0%	5.3	1.2	65.6	1.7	62.1	0.8
Prince Albert & Northern	155,300	104,300	98,900	-2.2%	5.2	-0.9	67.2	-2.6	63.7	-1.9

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Saskatchewan in the news

Cameco Corporation and AREVA Resources have reached a $600 million deal with the English River First Nation (EFRN). This collaborative agreement will strengthen the relationship between the parties and formalize how benefits from uranium mining will be shared with the ERFN community. The funds will flow to the First Nation over 10 years through contracts with band-owned businesses and wages to band members, who are expected to work at the mines and on community development projects. (Leader-Post, May 31, 2013)

The Big River First Nation struck a job-creation deal with PTI Group, a company that provides housekeeping services and lodges to the oil industry. Under the agreement, PTI Group is sending staff to the reserve to conduct week-long training courses. The training is also open to people from surrounding communities. According to Chief Bruce Morin, **40 people have already participated and have access to jobs that pay $25 to $28 per hour**. (StarPhoenix, August 22, 2013)

Useful links

SaskNetWork
http://www.sasknetwork.gov.sk.ca

Aboriginal Employment Development Partnership
http://www.gov.sk.ca/news?newsId=f2432fbb-e54c-4e1f-b14d-3e605ebbee33

Alberta

Labour market indicators

In June 2013, the total population aged 15 years and over in Alberta was just over 3 million. The Aboriginal population accounted for 4.1% of that, or 129,000 people.

The unemployment rate in Alberta was 4.8%, up 0.2 percentage points from a year earlier. The participation and employment rates were 73.4% and 69.9%, respectively—the highest in the country.

Main indicators – Alberta
Unemployment, employment, and participation rates

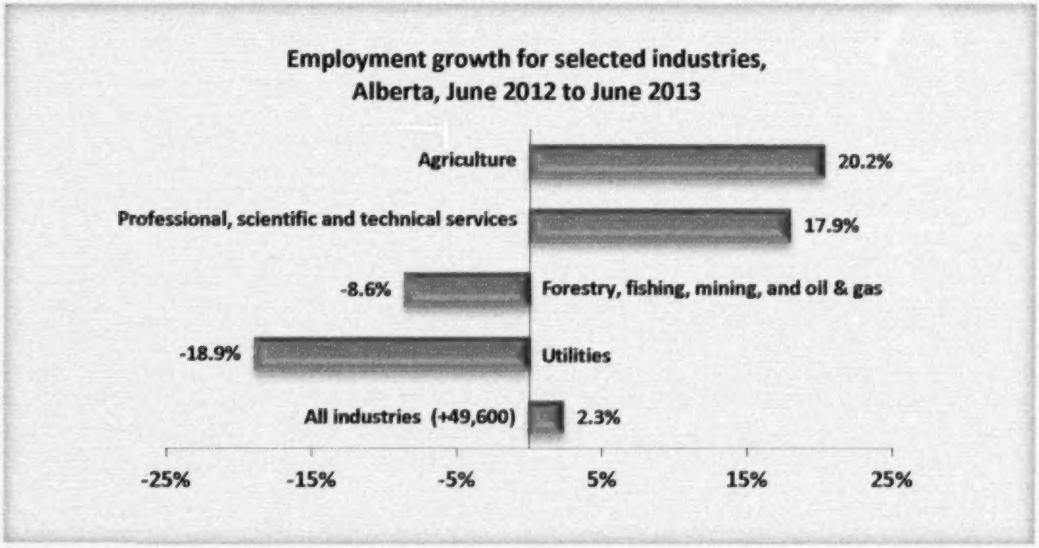
	June 2013	Y/Y change
Total population (15+)	**3,156,400**	
Unemployment rate	4.8	0.2
Participation rate	73.4	-0.5
Employment rate	69.9	-0.6
Aboriginal population*	**129,100**	
Unemployment rate	9.2	-2.5
Participation rate	72.9	3.7
Employment rate	66.2	5.1

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

The unemployment rate among the Aboriginal population was 9.2% in June 2013, a decline of 2.5 percentage points from June 2012. The participation rate was 72.9% and the employment rate was 66.2%, numbers that saw marked increases from a year earlier (3.7 and 5.2 percentage points, respectively). The participation and employment rates for Aboriginal people in Alberta are higher than the overall rates in all of Canada.

Employment growth by sector

From June 2012 to June 2013, there was employment growth in Alberta in professional, scientific and technical services (+27,800), agriculture (+11,400) and construction (+8,800). Offsetting these increases were losses in utilities (-3,800) and forestry, fishing, mining, and oil & gas (-15,700) as well as accommodation and food services (-7,300).



Regional characteristics

All but one of Alberta's economic regions (ERs) recorded increases in employment between June 2012 and June 2013, the exception being Lethbridge – Medicine Hat. The largest gains were in Athabasca – Grande Prairie – Peace River and Red Deer.

Compared to June 2012, the unemployment rate declined in half of the province's 8 ERs in June 2013; with the largest drop in Camrose – Drumheller; Lethbridge – Medicine Hat saw the largest increase. Six of Alberta's ERs experienced declines in both participation rate and employment rate, the most notable in Lethbridge – Medicine Hat.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Lethbridge—Medicine Hat	226,500	150,600	141,600	-2.9%	6.0	1.3	66.5	-2.6	62.5	-3.3
Camrose—Drumheller	159,400	114,600	110,800	1.2%	3.3	-1.4	71.9	-1.3	69.5	-0.3
Calgary	1,173,000	870,400	827,300	1.9%	5.0	0.2	74.2	-1.1	70.5	-1.2
Banff—Jasper—Rocky Mountain House	73,700	55,300	53,000	1.3%	4.0	-0.1	75.0	-0.7	72.0	-0.6
Red Deer	161,100	123,200	115,900	6.3%	5.9	0.7	76.4	3.1	72.0	2.5
Edmonton	1,058,700	768,300	732,600	2.4%	4.6	0.2	72.6	-0.6	69.2	-0.8
Athabasca—Grande Prairie—Peace River	194,900	146,200	140,600	7.2%	3.8	-0.8	75.0	3.3	72.1	3.7
Wood Buffalo—Cold Lake	109,100	86,800	83,100	3.4%	4.4	-0.2	79.6	-0.6	76.1	-0.4

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

Alberta in the news

Calgary's new South Health Campus hospital is recruiting 2,400 staff and 180 doctors as part of the province's largest health care recruitment drive. When fully opened this fall, it will have more than 900 nurses and health care aides, 900 facility support staff – including housekeeping, security and health records, and 600 therapists, technicians, and other allied health and support professionals. (Calgary Herald, July 3, 2013)

Brookfield Office Properties says it will begin construction of Calgary's tallest office tower this September. Brookfield Place, a 56-storey high-rise, will anchor a block-big, 2.8 million square-foot downtown development. At 247 metres, it will represent the highest office building in Western Canada. To be completed in 2017, Brookfield estimates **the entire project is expected to create 1,300 construction jobs**. (Western Investor, July 24, 2013)

Useful links

Aboriginal Alberta information
http://www.aboriginal.alberta.ca/index.cfm

Aboriginal Workforce Initiative: Calgary Chamber of Commerce
http://www.calgarychamber.com/policy/projects/past-projects/aboriginal-workforce-initiative

British Columbia

Labour market indicators

In June 2013, the population aged 15 years and over in British Columbia was approximately 3.8 million. The Aboriginal population represented about 2.9% of that, or 113,100 people.

The unemployment rate in British Columbia was 6.4%. The participation rate stood at 64.6%, a decrease of almost one percentage point from a year earlier. The employment rate also saw a decrease to 60.5% from 61.2% in June 2012.

Main indicators – British Columbia
Unemployment, employment, and participation rates

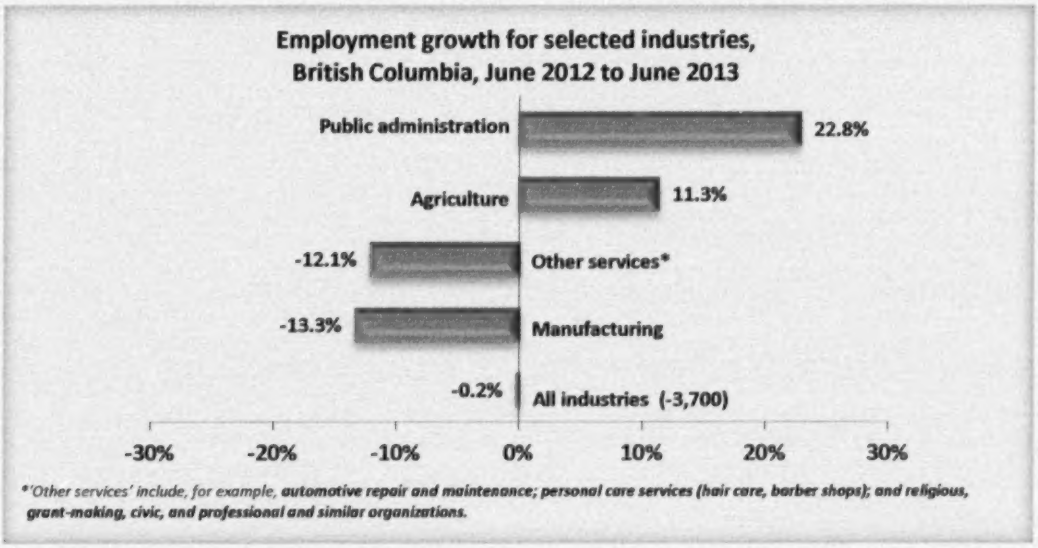
	June 2013	Y/Y change
Total population (15+)	**3,848,400**	
Unemployment rate	6.4	-0.2
Participation rate	64.6	-0.9
Employment rate	60.5	-0.7
Aboriginal population*	**113,100**	
Unemployment rate	15.0	3.3
Participation rate	64.1	-1.2
Employment rate	54.5	-3.1

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between June 2012 and June 2013
*the Labour Force Survey excludes those living on-reserve

The unemployment rate among the Aboriginal population in British Columbia was 15.0% in June 2013, down 3.3 percentage points from a year earlier. The participation rate for Aboriginal people stood at 64.1%, a decrease of 1.2 percentage points from June 2012. Over the same period, the employment rate among Aboriginal people declined by 3.1 points to 54.5%.

Employment growth by sector

Public administration (+22,000) and agriculture (+2,900) led proportionate employment growth in British Columbia between June 2012 and June 2013. There were also notable gains in trade (+25,100). Offsetting the gains were losses in manufacturing (-25,300), other services (-14,200), and health care and social assistance (-16,100). BC was the only province to experience a net loss of employment across industries during this time.



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.**

Regional characteristics

Looking at economic regions (ERs) between June 2012 and June 2013, the largest increases in employment were in Kootenay and North Coast & Nechako. Three of BC's 7 ERs reported a decline in employment: Northeast, Cariboo, and Thompson – Okanagan.

During this period, the unemployment rate declined in 4 of the province's 7 ERs and was little changed in the other 3 ERs. The region with the largest decrease in unemployment rate was North Coast & Nechako. The employment rate increased in 3 regions while the participation rate increased in 2 regions.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Vancouver Island & Coast	660,600	404,000	379,600	2.1%	6.0	0.2	61.2	1.2	57.5	1.0
Lower Mainland–Southwest	2,384,200	1,565,400	1,462,800	0.2%	6.6	0.0	65.7	-1.0	61.4	-0.9
Thompson–Okanagan	434,000	264,000	247,100	-5.3%	6.4	-0.8	60.8	-3.6	56.9	-2.9
Kootenay	126,300	83,600	78,500	7.2%	6.1	-0.6	66.2	4.4	62.2	4.6
Cariboo	125,900	85,600	81,300	-5.5%	5.0	-2.7	68.0	-5.5	64.6	-3.2
North Coast & Nechako	65,100	43,500	40,700	3.8%	6.4	-5.1	66.8	-0.2	62.5	3.2
Northeast	52,200	39,100	37,200	-5.8%	4.9	0.3	75.0	-5.1	71.3	-5.2

Y/Y designates the change between June 2012 and June 2013; see **Glossary** for more information

British Columbia in the news

China Eastern Airlines has increased service from one to two daily flights connecting Vancouver International Airport (YVR) and Shanghai Pudong International Airport (PVG). In British Columbia, **the service increase is expected to generate the equivalent of more than 470 full-time jobs** both at YVR and in B.C.'s hotels, restaurants, shops and tourist attractions from visitors to the province on the new China Eastern flight. This activity will **generate an estimated $17.3 million in wages**, $9.7 million in taxes and $27.7 million in added Gross Domestic Product for the province. (Vancouver Airport Authority, July 19, 2013)

Construction has started on new **$23 million BC Hydro offices in Campbell River**, the first such project by the corporation on Indian reserve land in the province. This **project will create 60 jobs over a 16 month period.** (Campbell River Courier-Islander, June 28, 2013, A1)

Useful links

BC Labour Market Information
http://www.labourmarketservices.gov.bc.ca/labour_market_information.html

Industry Training Authority: Aboriginal Initiatives
http://www.itabc.ca/Page1027.aspx

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES, AND NUNAVUT)

Labour market indicators

(Small sample sizes of Aboriginal peoples in the North limit the extent to which outcomes can be broken down into smaller sub-groups [i.e. industries] or sub-regions below the territorial level. In order to get a representative sample for each territory, the samples for three consecutive months are added together and estimates are based on three-month moving averages).

As of June 2013, the total population aged 15 years and over in the territories was 81,000, up 1.4% from a year earlier. Aboriginal people represent about half of the total population, according to the 2011 National Household Survey.

From June 2012 to June 2013, the unemployment rate in Yukon decreased by 2.5 percentage points to 5.3%, the lowest among the territories. The participation rate was 75.0% and the employment rate was 71.0%. In the Northwest Territories, the unemployment rate was 7.3%. There was little change in participation rate and a small increase in employment rate, compared to a year ago. The unemployment rate in Nunavut decreased by 2 percentage points to 13.7%. The participation rate stood at 66.9% and the employment rate saw an increase of nearly one percentage point to 57.7%.

Population, labour force, employment levels, and labour market performance

	Population (15+)	Labour force		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	June 2013	June 2013	June 2013	June 2013	Y/Y	June 2013	Y/Y	June 2013	Y/Y
Yukon	27,600	20,700	19,600	5.3	-2.5	75.0	-1.6	71.0	0.4
Northwest Territories	32,000	24,800	23,000	7.3	-1.2	77.5	0.3	71.9	1.3
Nunavut	21,500	14,400	12,400	13.7	-2.0	66.9	-0.4	57.7	0.9

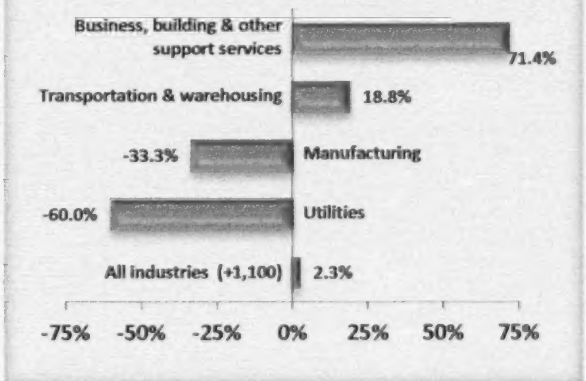
The Labour Force Survey collects labour market data about the Territories in the form of three-month moving averages. The estimates presented in this release are not seasonally adjusted; therefore, comparisons are made on a year-over-year basis. (See Glossary for more information.)
Y/Y: the change between June 2012 and June 2013

Employment growth by sector

Between June 2012 and June 2013, the Territories saw gains in business, building and support services (+500), transportation & warehousing (+600), and trade (+700). Losses were experienced in utilities (-300), manufacturing (-100), and educational services (-600).

Industries that recorded the largest net employment growth in the respective Territories were trade as well as business, building & other support services (Yukon); health care and social assistance (Northwest Territories); and accommodation and food services (Nunavut).

Employment growth for selected industries, The Territories, June 2012 to June 2013



The Territories in the news

Yukon

A new Centre for Northern Innovation in Mining (CNIM) will be created in Whitehorse with a $5.6 million investment from the federal government. The CNIM is described as a one-stop education, training and research facility with state-of-the-art technology that caters to students interested in a career in the mining industry. **Within its first five years the CNIM is expected to produce 520 trades, mining and apprenticeship graduates, as well as 710 students completing shorter, non-credit courses.** Construction will begin in 2014 and CNIM should be operational by 2017. (Globe and Mail, August 19, 2013).

Northwest Territories

With several new mines set to open over the next eight to 10 years, the Northwest Territories will need about 3,000 new workers. According to David Ramsay, the territorial minister in charge of energy and mining, finding skilled labour will be a challenge as major resource projects move ahead and there is a big need for training programs geared towards the jobs that will be coming, especially in some smaller Aboriginal communities, where the unemployment rate is upwards of 40 percent. (StarPhoenix, 27 August 2013).

Nunavut

Toronto-based TMAC Resources is pushing to get the inactive Hope Bay gold mine in Cambridge Bay into production by 2015. TMAC Resources took over from Newmont Mining Corporation in March, with deals that include three significant gold deposits: Doris North, Madrid and Boston. **Twenty people are on site re-opening the Doris camp, and the company expects to see about 40 to 50 people working on site soon — mainly geologists, drillers and environmental assistants.** (CBC News, May 9, 2013).

The Government of Nunavut announced in July that a business group called **"Arctic Infrastructure Partners" will build and operate Iqaluit's new proposed $300 million airport** for 30 years under a contract. The proposed construction project may be the biggest single project ever in Iqaluit's history, and represents the biggest capital project ever undertaken by the Government of Nunavut. Construction is expected to start in the spring of 2013 with completion by the end of 2017 (Nunatsiaq News, July 4, 2013).

Useful links

Yukon

Yukon Jobs
http://www.employment.gov.yk.ca

Nunavut

Bureau of Statistics
http://www.stats.gov.nu.ca/en/home.aspx

Northwest Territories

Jobs North
http://www.jobsnorth.ca

Skilled trades

Take away messages...

- Employers are increasingly reporting labour shortages in the skilled trades, particularly in the mining, oil and gas extraction, and construction industries.
- Wages and employment in the trades are growing at a faster rate than the average for all occupations.
- In 2011, 14.4% of Aboriginal people reported having an apprenticeship or trades certificate or diploma, compared with 12.3% of the non-Aboriginal population.

This feature article explores labour market trends regarding employment and wages in broad skilled trades occupational groups in order to identify which trades are experiencing growth. The article also compares Aboriginal and non-Aboriginal educational attainment in the skilled trades based on 2011 National Household Survey (NHS) data to highlight potential training opportunities for Aboriginal people.

Overview of skilled trades in Canada

Skilled trades in Canada include a diverse number of occupations in both the goods and services sector, in which workers are trained for the job through apprenticeship programs. In 2011, 1.8 million Canadians either worked or were looking for work in the skilled trades, representing 9.7% of the Canadian labour force (Lefebvre, Simonova, & Wang, 2012).

According to the 2013 Economic Action Plan (EAP), employers are increasingly reporting labour shortages in the skilled trades, particularly in mining, oil and gas extraction, and construction. With the aging of the baby boom generation, these shortages are expected to rise in coming years. The Construction Sector Council, for example, predicts their sector will need 319,000 new workers between 2012 and 2020, and the Canadian Electricity Association reports that their sector will have to recruit almost 45,000 new workers by 2016 (Department of Finance, 2013).

Apprenticeship training is seen by policy makers as a way to alleviate this labour shortage, encourage economic growth in Canada, and provide many direct advantages for Canadian businesses. Apprenticeship training is supported by a number of existing federal initiatives and financial supports, including incentive and completion grants as well as job creation tax credits. As well, the Interprovincial Standards Red Seal program works with jurisdictions to harmonize standards and facilitate labour mobility across Canada.

Procurement measures from the 2013 EAP aim to increase employer participation in apprenticeship programs by supporting the use of apprentices in federal construction and maintenance contracts, in projects using federal funding from the Investment in Affordable Housing program, and in infrastructure projects funded through Building Canada (Department of Finance, 2013).

The Aboriginal population in Canada has a much younger age distribution than the general population (Statistics Canada 2013a). From the NHS, in 2011, the median age for non-Aboriginal Canadians was 41 years, while the median age for Aboriginal people was 28 years. Aboriginal youth aged 15 to 24 represented 18.2% of the total Aboriginal population, while non-Aboriginal youth accounted for only 12.9% of the total non-Aboriginal population. This relatively large youth population represents an opportunity for increased Aboriginal participation in apprenticeships and the skilled trades.

Wage and employment patterns in the skilled trades

Table 1 demonstrates hourly wage and employment growth patterns among the top ten[1] skilled trades occupational groups compared with the patterns for all occupations in Canada, between 2009 and 2012.

Table 1: Wages and employment in the skilled trades, 2009 to 2012

Top ten trades occupations	Average hourly wage rate		Wage growth, 2009-12	Employment (000s)		Employment growth 2009-12
	2009[1]	2012		2009	2012	
Chefs and Cooks	13.58	13.99	3.0%	225.1	235.5	4.6%
Technical Occupations in Personal Service	15.28	15.34	0.4%	106.3	108.5	2.1%
Butchers and Bakers	13.40	13.85	3.4%	82.0	85.7	4.5%
Contractors and Supervisors, Trades and Related Workers	30.31	29.99	-1.1%	231.3	245.8	6.3%
Plumbers, Pipefitters and Gas Fitters	27.37	27.83	1.7%	69.9	75.3	7.7%
Carpenters and Cabinetmakers	22.12	23.25	5.1%	146.2	139.2	-4.8%
Electrical trades and Telecommunications	27.66	27.60	-0.2%	160	178.7	11.7%
Metal Forming, Shaping and Erecting	24.82	25.32	2.0%	127.9	150.5	17.7%
Machinery and Transportation Equipment Mechanics	27.32	27.74	1.5%	191.6	194.8	1.7%
Motor Vehicle Mechanics	22.20	22.80	2.7%	153.1	153.6	0.3%
Select skilled trades occupational groups[2]	23.06	23.61	2.4%	1860.3	1959.2	5.3%
ALL OCCUPATIONS	23.28	23.65	1.6%	16813.1	17507.7	4.1%

Source: Labour Force Survey

[1] Expressed in 2012 dollars, calculated using the Banks of Canada's Inflation Calculator, which can be found at *http://www.bankofcanada.ca/rates/related/inflation-calculator/*

[2] Estimates for 'Select skilled trades occupational groups' were computed using NOC-S codes that correspond to Red Seal trades NOC codes; this broad categorization is not representative of *all* skilled trades but covers a majority of skilled trades workers and provides a general perspective for trades-related occupations.

Between 2009 and 2012, employment in skilled trades occupational groups[2] grew faster than employment in all occupations, with a growth rate of 5.3%, compared to 4.1% for all occupations (see Table 1).

The top 10 largest skilled trade groups in Canada (see text box on next page) employed over 1.5 million Canadians in 2012, representing almost 9.0% of employment in Canada.

[1] Based on 2012 employment numbers by 3-digit NOC-S code (National Occupational Classification for Statistics) from the Labour Force Survey.

[2] See note 2 in Table 1 regarding the composition of 'skilled trades' occupations in this analysis.

Average hourly wage rates in 2012 were almost equal between skilled trades, at $23.61/hour, and all occupations, at $23.65/hour. However, hourly wage growth for the trades was greater than wage growth in all occupations between 2009 and 2012, growing at a rate of 2.4% in the trades, and only 1.6% in all occupations. Additionally, when wages are compiled into weekly rates, trades wages are greater, at $944.61/week, than the weekly salary of all occupations, at $866.62/week.

From Table 1, the trades group with the highest average hourly wage was: *Contractors and supervisors, trades and related workers* ($29.99/hour). Between 2009 and 2012, six of the top ten trades saw higher than average wage growth and six saw higher than average employment growth. *Metal forming, shaping and erecting* experienced the highest employment growth during that period (+17.7%) while *Carpenters and cabinetmakers* had the highest wage growth (+5.1%).

Largest skilled trades occupational groups in Canada by employment (2012)

1) Contractors and Supervisors, Trades and Related Workers (245,800)
2) Chefs and Cooks (235,500)
3) Machinery and Transportation Equipment Mechanics (194,800)
4) Electrical Trades and Telecommunications (178,700)
5) Motor Vehicle Mechanics (153,600)
6) Metal Forming, Shaping and Erecting (150,500)
7) Carpenters and Cabinetmakers (139,200)
8) Technical Occupations in Personal Service (108,500)
9) Butchers and Bakers (85,700)
10) Plumbers, Pipefitters and Gas Fitters (75,300)

Source: Labour Force Survey

A few trades groups showed not only high hourly wages but faster than average wage and employment growth compared to all occupations:

- *Plumbing, pipefitters and gas fitters* saw their wages rise 1.67% between 2009 and 2012, to $27.83/hour, and employment grew 7.7% over the same period.
- Employment in *Metal forming, shaping and erecting* occupations grew by 17.7%, while wages rose to $25.32/hour, an increase of 2.0%.

The 2012 wages for individual occupations in these groups were mostly above the average hourly wage for all occupations. These occupations also all offer apprenticeship programs, with durations ranging from two to five years, and most offer trade certification, although the provinces and territories differ on whether it is voluntary or mandatory in each case. Many of these trades also offer Red Seal endorsement, promoting cross-Canada mobility among tradespeople and ensuring a standard of excellence (HRSDC, 2011).

Skilled trades educational attainment among Aboriginal people

According to the 2011 NHS, 14.4% of Aboriginal people aged 25 to 64 have an apprenticeship or trades certificate or diploma, compared with 12.3% of the non-Aboriginal population (Statistics Canada 2013b). Participation is particularly strong among the population that identifies as Métis at 16.2%.

The number of Aboriginal people with trades certificates also increased at a greater rate (26.6%) than Aboriginal population growth (22.4%) between 2006 and 2011[1], while the growth in non-Aboriginal educational attainment in the trades (5.2%) remained very close to the non-Aboriginal population growth rate (5.7%).

Those aged 25 to 34 were less likely to have an apprenticeship or trades certificate or diploma in 2011 than their older counterparts. They are more likely to report that their highest educational attainment is a high school diploma, or a college, CEGEP or other non-university certificate or diploma below the bachelor level. The age group most likely to report attainment of an apprenticeship or trades certificate or diploma are those aged 45 to 64, regardless of whether they identified as Aboriginal or not.

Skilled trades certificates by province

Among the provinces and territories, Quebec had the largest proportion of people with an apprenticeship or trades certificate or diploma as their highest level of educational attainment. In Quebec, 16.1% of non-Aboriginal respondents held this credential compared with 19.7% of the Aboriginal population (Statistics Canada 2013b). The lowest educational attainment in the trades among Aboriginal people occurred in Nunavut, with 7.8%.

Educational attainment in the trades was higher for Aboriginal people than for non-Aboriginal people in 6 out of 10 provinces in 2011: Prince Edward Island; Nova Scotia; New Brunswick; Quebec; Ontario; and British Columbia. Proportionately fewer Aboriginal people in Manitoba and Saskatchewan had an apprenticeship or trades certificate as their highest level of educational attainment; results in the remaining provinces and territories were similar for Aboriginal and non-Aboriginal respondents.

Conclusions

A number of trade groups are reporting competitive wages and growth in the current Canadian labour market, and there are opportunities to increase the participation of Aboriginal people in those fields. Many skilled trades jobs are apprenticeable occupations and apprentices are employed in their fields as they train, learn, and eventually earn their certification.

The *plumbers, pipefitters and gasfitters* and *metal forming, shaping and erecting* trade groups offer higher average hourly wages, wage growth and employment growth in comparison to all occupations, with flexibility regarding training length and certification options.

Aboriginal participation in these training programs, as evidenced through attainment of apprenticeship or trades certificates or diplomas, is already quite strong when compared to non-Aboriginal participation, but further growth opportunities exist among certain demographics, including: on-reserve First Nations; younger Aboriginal people; and Aboriginal populations in Manitoba, Saskatchewan, and Nunavut.

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[1] In 2011, the voluntary NHS replaced the mandatory, long-form Census. Due to differences in methodology and content (including questions used to measure Aboriginal identity), comparisons over time (e.g., between 2006 Census and 2011 NHS) should be undertaken with care. Please see the **Data Guide** for more information.

Various provincial and territorial programs are already in place to encourage Aboriginal participation in apprenticeship program, such as:

- New Brunswick's **Aboriginals and the Trades** program provides a 20 week program for Aboriginal people in Saint John, exposing them to three trades (plumber, carpenter, bricklayer), and offering wage subsidies to employers who hire participants following a placement;
- Quebec's **Vocational Training Centre for Aboriginals in Construction Trades** and related sectors provides a virtual learning environment for Aboriginal people involved in construction trades;
- Ontario's **Pre-Apprenticeship Training Program** provides Aboriginal people, among other targeted groups, with assistance in developing job skills and trade readiness to prepare them for apprenticeships;
- Manitoba's **Northern Essential Skills Training Initiative** (NEST) is targeted at Aboriginal people pursuing opportunities in the trades and offers pre-apprenticeship and essential skills training;
- Saskatchewan's **Aboriginal Apprenticeship Initiatives** (AAI) Program is designed to increase Aboriginal access, participation and success in apprenticeship trades by providing information, support, and delivering training and work experience close to First Nations communities;
- British Columbia's **Aboriginal Apprenticeship Strategy** helps prepare Aboriginal people for success with enhanced entry-level programs; and,
- Northwest Territories' **Industrial Mining Skills Strategy** (IMSS) is providing Aboriginal people with access to pre-apprenticeship and apprenticeship programs.

These programs and similar programs can help encourage increased Aboriginal participation in the skilled trades industry in Canada, alleviating potential future labour shortages and ensuring Aboriginal people access to a growing and successful sector of the economy.

References

Department of Finance. (2013) *Jobs, Growth and Long-Term Prosperity: Economic Action Plan 2013.*

Human Resources and Skills Development Canada. (2011) *National Occupational Classification 2011 - Occupational Descriptions.*

Lefebvre, R., E. Simonova, & L. Wang. (2012) Issue in Focus: *Labour Shortages in Skilled Trades – The Best Guestimate?* Certified General Accountants.

Statistics Canada. (2013a) 2011 National Household Survey: *Aboriginal Peoples in Canada: First Nations People, Métis and Inuit.*

Statistics Canada. (2013b) 2011 National Household Survey: *The educational attainment of Aboriginal Peoples in Canada.*

National Household Survey 2011 - Education

Introduction

This article features an analysis of selected variables on educational attainment through an Aboriginal lens as well as other socio-demographic characteristics. Postsecondary educational attainment among the Aboriginal population is important for both Aboriginal people and the communities in which they reside. Achieving higher levels of postsecondary education provides increased employment opportunities for the Aboriginal population. From a community perspective, a highly educated Aboriginal population could provide a stronger base for economic and other forms of community development.

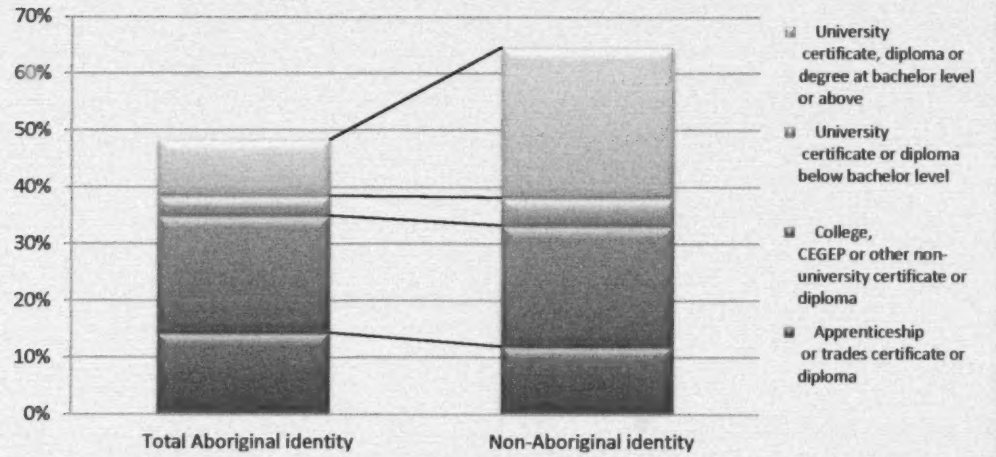
Profile of Aboriginal Peoples

- **Nearly half of the Aboriginal population aged 25 to 64 has a postsecondary qualification.**

In 2011, 1,400,685 people reported an Aboriginal identity on the NHS questionnaire and nearly 671,400 were adults aged 25 to 64. Approximately half (48%) of the Aboriginal population aged 25 to 64 had a postsecondary qualification (i.e., a degree, diploma or certificate) compared to nearly two-thirds (65%) of the non-Aboriginal population in 2011.

While proportional attainment in non-university forms of postsecondary education (college, apprenticeship) was comparable between Aboriginal and non-Aboriginal populations, there is a gap in the attainment of university degrees: 10% of Aboriginal people held a degree, compared with 26% of non-Aboriginal population.

Proportion of Aboriginal and Non-Aboriginal people aged 25-64 by selected levels of educational attainment, 2011

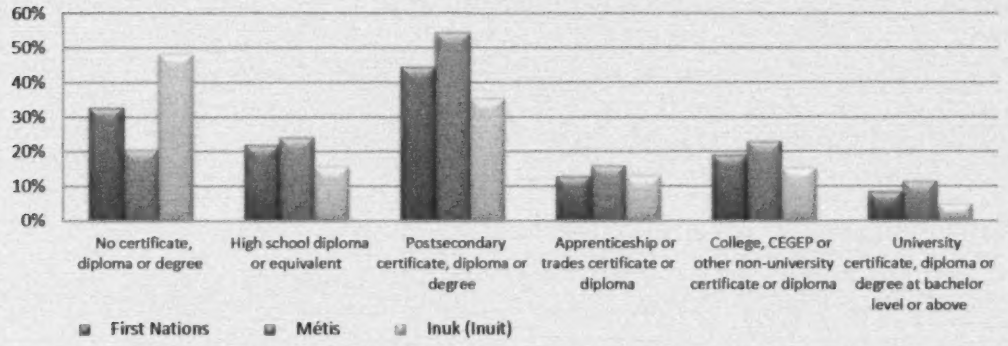


Source: NHS 2011

In the 2006[1] Census, 555,415 adults aged 25 to 64 reported an Aboriginal identity. At that time, 45% of the Aboriginal population and 61% of the non-Aboriginal population aged 25 to 64 had a postsecondary qualification.

In 2011, 58% of the Aboriginal identity population aged 25 to 64 identified as First Nations, 35% identified as Métis, and 4% identified as Inuk (Inuit). Over half of Métis people (55%) aged 25 to 64 had a postsecondary qualification compared to 45% of First Nations and 36% of Inuit people.

Proportion of single identity Aboriginal people aged 25 to 64 by highest level of educational attainment, 2011

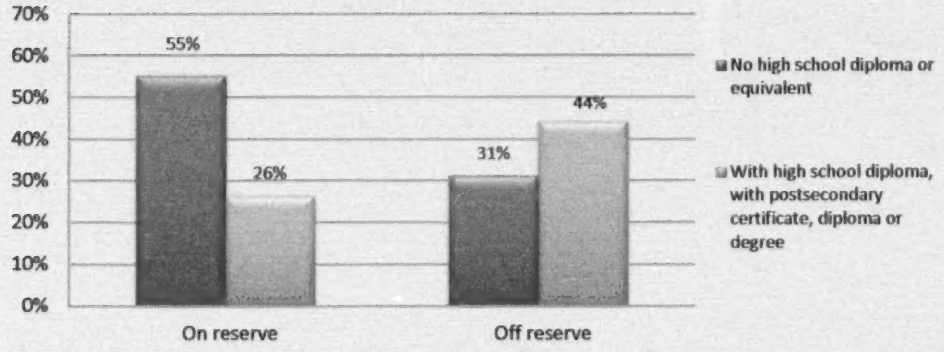


Source: NHS 2011

On / Off reserve

- **Nearly half of the First Nations population aged 25 to 64 on reserve has no certificate, diploma, or degree.**

Proportion of First Nations people aged 25 to 64 living on and off reserve by selected levels of educational attainment, 2011



Source: NHS 2011

[1] In 2011, the voluntary NHS replaced the mandatory, long-form Census. Due to differences in methodology and content (including questions used to measure Aboriginal identity), comparisons over time (e.g., between 2006 Census and 2011 NHS) should be undertaken with care. Please see the **Data Guide** for more information.

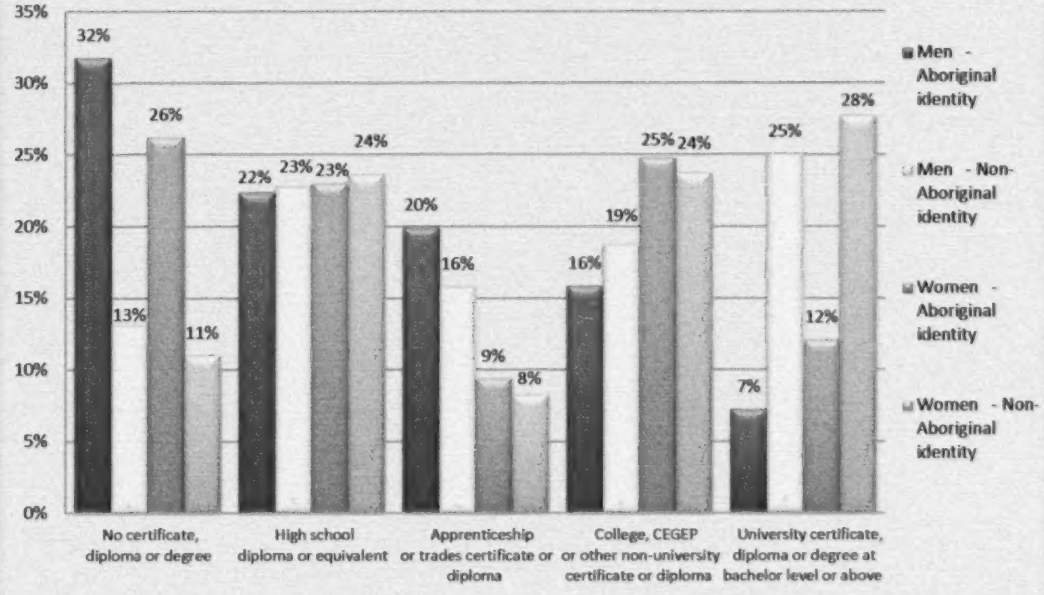
Of the 160,220 people aged 25 to 64 living on reserve in 2011, 86% (137,565) of them identified as First Nations. In fact, 35% of the total First Nations population aged 25 to 64 lived on reserve in 2011. Nearly half (47%) of the First Nations population aged 25 to 64 on reserve had no certificate, diploma or degree, whereas that number improves nearly 20 percentage points for First Nations people living off-reserve.

In 2006, out of the 125,920 First Nations people aged 25 to 64 living on reserve, 35% of people had a postsecondary qualification whereas 50% had no certificate, diploma or degree. Comparatively, 46% of First Nations people aged 25 to 64 living off reserve in 2006 had a postsecondary qualification and 31% had no certificate, diploma or degree.[1]

Gender

- **More men have an apprenticeship or trades certificate or diploma than women, irrespective of Aboriginal status.**

Proportion of Aboriginal and non-Aboriginal identity men and women aged 25 to 64 by selected levels of educational attainment, 2011



Source: NHS 2011

[1] The "On Reserve" population is defined by AANDC, in collaboration with Statistics Canada. A major change to the on-reserve definition occurred in 2011. Specifically, all communities in the Yukon and in the Northwest Territories with the exception of two legally defined Indian reserves were excluded. In addition, it is important to note that the on-reserve counts for both years underestimate the actual on-reserve population because they exclude 36 reserves in 2011 and 22 in 2006 which either did not participate or for which enumeration was interrupted or was not possible due to the occurrence of natural events.

Both Aboriginal and non-Aboriginal women aged 25 to 64 were more likely than men to have a college, CEGEP, or other non-university diploma in 2011. However, Aboriginal and non-Aboriginal men were more likely to have an apprenticeship or trades certificate or diploma than women.

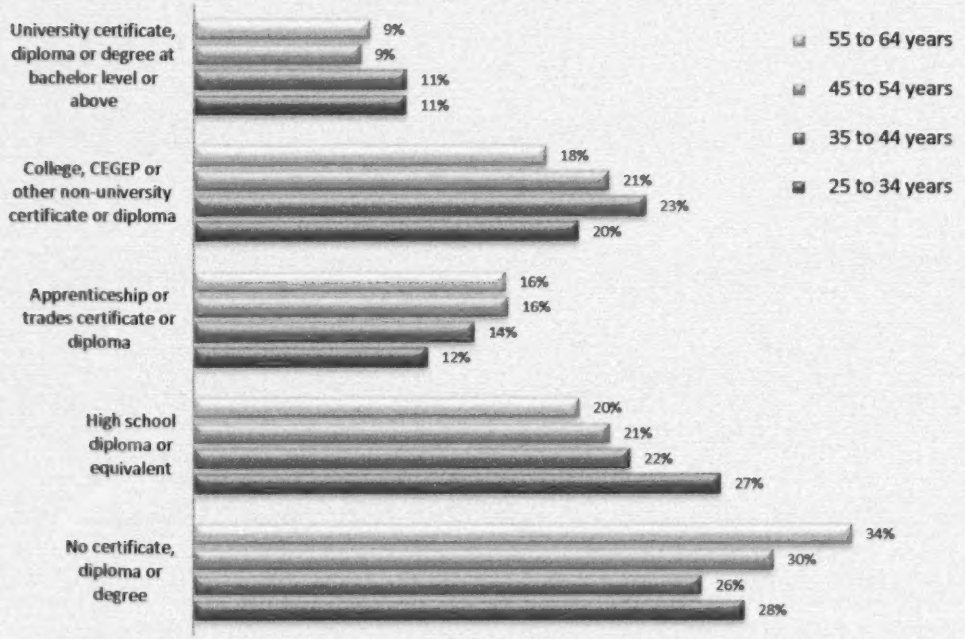
In 2006, both Aboriginal and non-Aboriginal women aged 25 to 64 were also more likely than men to have a college, CEGEP, or other non-university diploma. Furthermore, both Aboriginal and non-Aboriginal men were more likely to have an apprenticeship or trades certificate or diploma than women in 2006.

There remained significant gaps in levels of educational attainment between Aboriginal and non-Aboriginal men and women in 2011. For example, both Aboriginal men and women were nearly two and a half times more likely to have no certificate, diploma or degree than non-Aboriginal men and women. Moreover, non-Aboriginal women (28%) and men (25%) had considerably higher rates of completing a university certificate, diploma or degree at the bachelor level or above than Aboriginal women (12%) and men (7%).

Age

- **Older Aboriginal people had more apprenticeship or trades certificates or diplomas than their younger peers.**

Proportion of Aboriginal people by selected levels of educational attainment and age, 2011



Source: NHS 2011

In terms of age, older Aboriginal people (aged 45 to 64) were more likely to have an apprenticeship or trades certificate or diploma than their younger peers (aged 25 to 44) in 2011. However, a higher proportion of younger Aboriginal people (11%) than older Aboriginal people (9%) had a university certificate, diploma or degree at bachelor level or above during the same time period.

In 2006, Aboriginal people aged 45 to 64 were more likely to have an apprenticeship or trades certificate or diploma than their younger peers (aged 25 to 44). Younger Aboriginal people (aged 25 to 34) were more likely to have obtained a high school diploma or equivalent.

Regional analysis

- **The widest gaps in Aboriginal and non-Aboriginal levels of education are in the prairies and the territories.**

In 2011, 59% of Aboriginal people aged 25 to 64 in Nova Scotia had a postsecondary qualification, the highest proportion in the country, followed by Newfoundland and Labrador (55%), New Brunswick (51%) and Yukon (51%). Only 29% of Aboriginal people in Nunavut had a postsecondary qualification, followed by Manitoba (40%). In 2011, 19% of Aboriginal people aged 25 to 64 in Nova Scotia had no certificate, diploma or degree compared to 59% in Nunavut.

The gap in educational attainment between Aboriginal and non-Aboriginal people was the narrowest in Nova Scotia, Newfoundland and Labrador, and New Brunswick in 2011, however, the widest gaps were in the prairies and the territories. Regional gaps were similar in 2006 with the Atlantic provinces having the narrowest gap between Aboriginal and non-Aboriginal educational attainment and the territories having the widest gap.

Proportion of Aboriginal and non-Aboriginal people aged 25 to 64 by selected levels of educational attainment and region, 2011

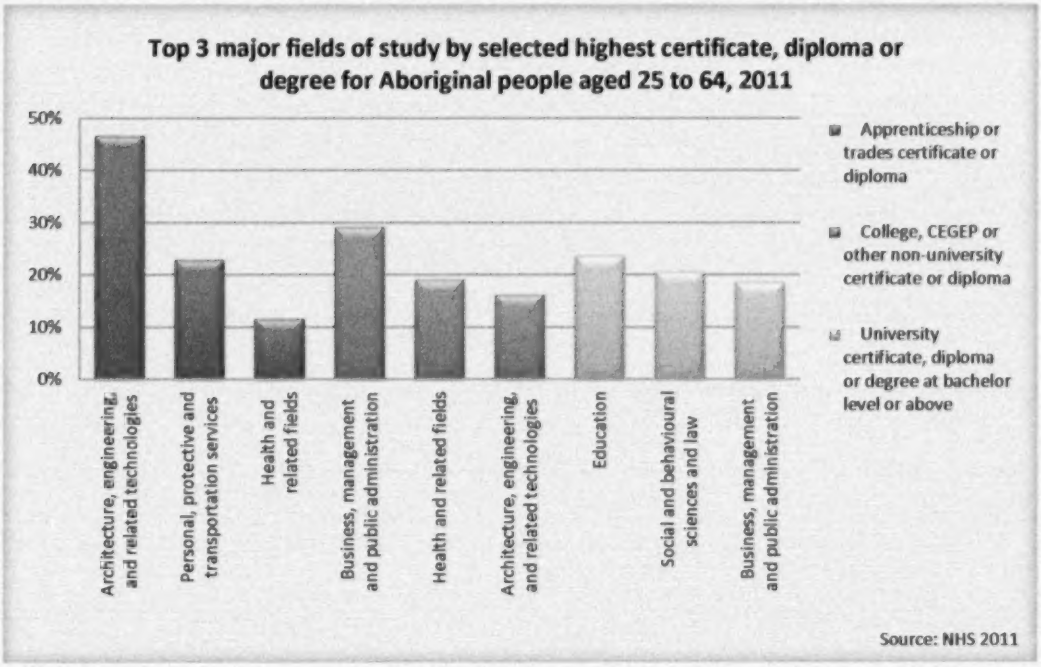
	No certificate, diploma or degree		Gap (percentage points)	Postsecondary certificate, diploma or degree		Gap (percentage points)
	Aboriginal	Non-Aboriginal		Aboriginal	Non-Aboriginal	
Canada	29%	12%	17	48%	65%	17
NL	28%	20%	8	55%	59%	4
PE	29%	14%	15	50%	62%	12
NS	19%	14%	5	59%	64%	5
NB	25%	17%	8	51%	57%	6
QC	29%	15%	14	53%	66%	13
ON	22%	11%	11	53%	65%	12
MB	37%	14%	23	40%	60%	20
SK	33%	13%	20	42%	59%	17
AB	30%	11%	19	47%	65%	18
BC	25%	9%	16	50%	66%	16
YT	29%	9%	20	51%	71%	20
NT	40%	8%	32	42%	72%	30
NU	59%	5%	54	29%	80%	51

Source: NHS 2011

Major fields of study

- **"Business management and public administration" rated in the top 3 major fields of study for both Aboriginal college and university graduates.**

"Business management and public administration" rated in the top 3 major fields of study for both Aboriginal college and university graduates in 2011. "Architecture, engineering, and related technologies" made the top 3 for apprenticeships or trades certificate or diploma, and college graduates, accounting for a remarkable 47% of the former.


Top 3 major fields of study by selected highest certificate, diploma or degree for Aboriginal people aged 25 to 64, 2011
50%
40%
30%
20%
10%
0%
Architecture, engineering, and related technologies
Personal, protective and transportation services
Health and related fields
Business, management and public administration
Health and related fields
Architecture, engineering, and related technologies
Education
Social and behavioural sciences and law
Business, management and public administration
Apprenticeship or trades certificate or diploma
College, CEGEP or other non-university certificate or diploma
University certificate, diploma or degree at bachelor level or above
Source: NHS 2011

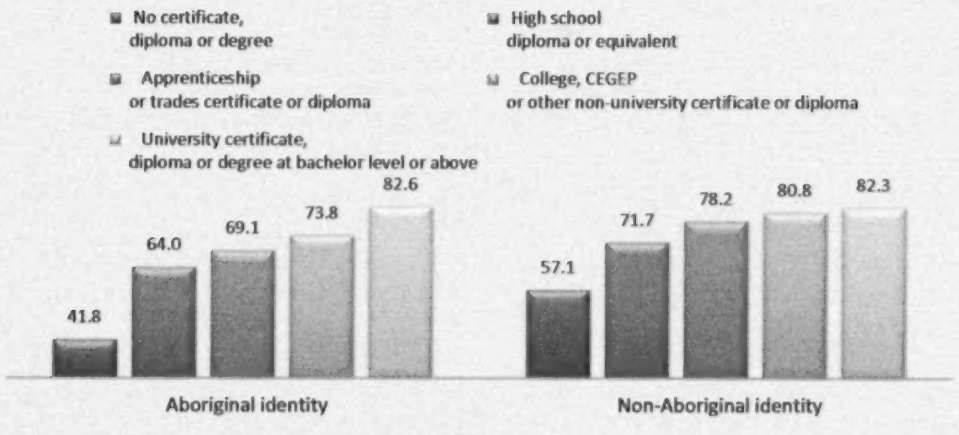
Linking education and labour market outcomes

- **Participation and employment rates increase with level of education.**

The relationship between education and labour market outcomes is tangible when comparing level of educational attainment and employment rates. Employment rates in 2011 increased with education level for both groups, although a gap remained between Aboriginal and non-Aboriginal people. However, at the highest level of educational attainment, this difference disappeared.

While there was more than a 15 percentage point difference between the employment rates of Aboriginal (41.8%) and non-Aboriginal (57.1%) people with no certificate, diploma or degree, the gap was virtually closed for Aboriginal (82.6%) and non-Aboriginal (82.3%) people with a university certificate, diploma or degree at the bachelor area or above.

Employment rate of Aboriginal and non-Aboriginal people aged 25 to 64 by selected levels of education, 2011

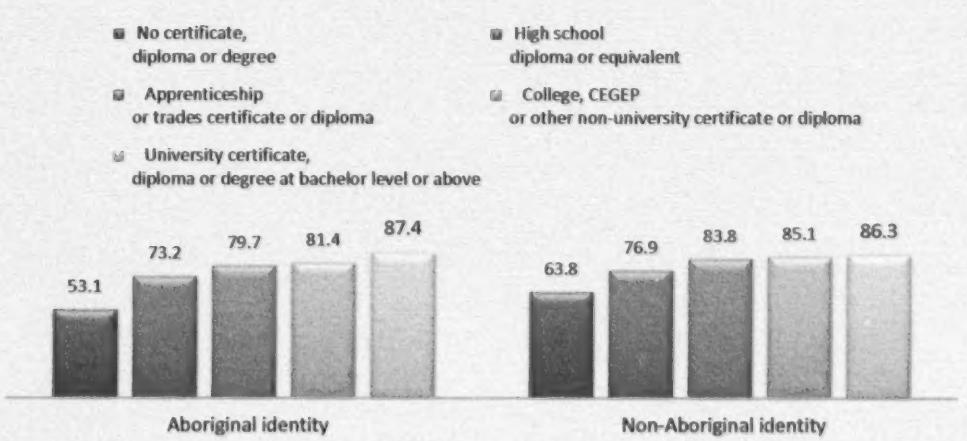


Source: NHS 2011

In 2006, the trends in employment rates between Aboriginal and non-Aboriginal people were similar, with rates increasing for both groups as education levels increased. The Aboriginal employment rate for people aged 25 to 64 (79.9%) approached the non-Aboriginal rate (81.8%) in 2006 for those with a university certificate, diploma or degree as well.

Participation rates in 2011 also increased with education. The participation rate for Aboriginal people (87.4%) with a university certificate, diploma or degree at the bachelor level or above exceeded that of non-Aboriginal people (86.3%).

Participation rate of Aboriginal and non-Aboriginal people aged 25 to 64 by selected levels of education, 2011



Source: NHS 2011

In 2006, the trends in participation rates for people aged 25 to 64 were comparable to 2011 with participation rates increasing as level of education increased regardless of Aboriginal status, though the non-Aboriginal population had higher participation rates at all but the highest levels of educational attainment.

Conclusion

Several key messages emerged from the 2011 NHS data release on education:

- About half of the Aboriginal population aged 25 to 64 has a postsecondary qualification, compared with nearly two-thirds of the non-Aboriginal population.
- Nearly half of the First Nations population aged 25 to 64 living on reserve has no postsecondary qualification.
- More men have an apprenticeship or trades certificate or diploma than women, irrespective of Aboriginal status. Women are more likely than men to hold a university degree.
- Older Aboriginal people had more apprenticeship or trades certificate or diploma than their younger peers.
- The widest gaps in Aboriginal and non-Aboriginal levels of education are in the prairies and the territories.
- "Business management and public administration" rated in the top 3 major fields of study for both Aboriginal college and university graduates.
- Participation and employment rates increase with level of educational attainment.

Aboriginal Organizations and Employer Partnerships: Best Practices and Lessons Learned

Across Canada, ASETS agreement holders are partnering with a diverse set of players, from private industry and employers, to other levels of government such as provinces, territories, and municipalities, to education and training institutions, to unions, to community service and Aboriginal organizations. Together, these parties are pooling their knowledge and resources to enhance the employment outcomes of their communities. Partnerships can reap rewards for all parties including clients and communities, leading to meaningful, sustainable employment for First Nations, Inuit, and Métis people and a strengthened economy.

As partners, ASETS agreement holders have a great deal of human resource experience, community and cultural knowledge, and training expertise to offer employers. First Nations, Inuit, and Métis organizations have an intimate and comprehensive understanding of the human capital potential in their communities. These partnerships build a bridge between employers and job seekers, giving clients a direct glimpse into their future career and ensuring a more seamless transition from training to the workplace.

The partnership between Mi'kmaq Confederacy of Prince Edward Island (MCPEI) and Habitat for Humanity is one such example. The Trades Transition Program works with individuals without previous job experience, or who are looking to join the workforce after a long absence, and helps them with training and access to opportunities for valuable work experience in the trades. Through Habitat, clients receive pre-employment training in an environment that is welcoming and supportive, with a strongly community-oriented approach.

MCPEI is only one example of partnerships being developed, established, and sustained by ASETS agreement holders; there are many more! Examples of successful and innovative partnerships established by ASETS agreement holders will be showcased in subsequent issues.

To share your organization's partnership in a future edition of the ALMB, please contact us at:

NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca

Partnership profile: Mi'kmaq Confederacy of Prince Edward Island (MCPEI) – Trades Transition Program

The partnership

The partnership between the **Mi'kmaq Confederacy of Prince Edward Island (MCPEI)** and **Habitat for Humanity Canada** began in 2008, and evolved into a project that was subsequently supported by the Aboriginal Skills and Training Strategic Investment Fund (ASTSIF). The Trades Transitions Program offered literacy and essential skills training to youth with multiple barriers to employment, and provided on-the-job work experience with a specific focus on introducing youth to the trades.

The MCPEI's aim was to find work placements that would give clients an opportunity to gain skills while engaging in meaningful employment. The relationship that resulted from the partnership with Habitat was so positive that, once the ASTSIF project finished in 2011, the MCPEI Employment Service Team contacted the organization to see whether they would be willing to take on additional clients.

MI'KMAQ CONFEDERACY
EMPLOYMENT SERVICES
of Prince Edward Island
Supporting the Workforce
Strengthening the Economy
Building the Future

Contact
Sherri Barrett
Director of Employment Services
Email: *sbarrett@mcpei.ca*

Working on a Habitat build is often the clients' first exposure to working in an off-reserve/urban environment, and creates a bridge to working in the private sector. Through Habitat, clients get valuable pre-employment experience (working with a team, interacting with new people of various ages and backgrounds, meeting deadlines) and career exposure to the construction field. Clients that go on to work at ReStore, Habitat's retail outlet, develop skills in customer service, marketing and administration. MCPEI Employment Counselors follow up regularly with individual clients and with Habitat to provide ongoing support to both the client and employer.

Results

Since 2008, fourteen clients have worked in the Charlottetown and Summerside Habitat for Humanity locations. Participants who have gained pre-employment/essential skills through the program will frequently return as volunteers and take on greater degrees of responsibility within the organization, or use their experience with Habitat to launch them into other employment.

Often, the experience helps them better articulate their career aspirations and provides them with a secure environment from which to explore their options. For example, a client who expressed an interest in construction technology was matched with a Red Seal carpenter on a summer placement. She was soon responsible for coordinating the work on a number of build sites and completing the finishing work after the Red Seal carpenter moved on to the next job.

Another client's experience in sales and service enabled her to obtain seasonal employment with Northumberland Ferries Limited, which provided her with an opportunity for greater labour market attachment. A third client with an interest in photography worked with Habitat to photograph build sites and develop their social media presence. This allowed her to establish a network of contacts with local media, such as CBC, and parlay her experience into additional work in her community as a photographer.

Another benefit of the program is that it acts as a stepping stone in deciding to further one's education. One of the program's clients worked as a volunteer for Habitat in 2009 before moving on to a work-experience placement at the ReStore. Once the placement was finished, the client continued to work at ReStore as a volunteer, and was subsequently hired as a supervisor in 2013. This client will be starting community college in Fall 2013.

MCPEI has found that collaborating with the non-profit sector has been beneficial overall: as partners, non-profits have shown a high sensitivity to the needs of the clients and willingness to take on a mentorship role. Individuals with long work histories but who have been out of the work force for an extended period, or who have had limited to no experience in a work setting, are able to gain work experience in a supportive learning environment.

Lessons learned

- **Complementary goals promote success.** Both organizations have a strong community focus: MCPEI assists clients with significant employment barriers in transitioning from unemployment or social assistance to regular employment; through home-ownership, Habitat strives to help low-income families break the cycle of poverty. Mutual respect for each other's goals leads to compatible partners and better employment outcomes.

- **Create a win/win situation for the employer and client.** A key component for success is matching client skills with employer needs. MCPEI provides Habitat with pre-screened clients, who have the skills and ability to do the work, and liaise with the partner and the clients. Further, a willingness to identify when there is a lack of a good client-employer fit helps to foster an honest relationship between partners that works in the best interests of the client and the employer.

Partnerships in the news

- **Deloitte study: "Widening the Circle: Increasing opportunities for Aboriginal people in the workplace"**
  Deloitte's study offers "10 best practices": 1) partnering with high schools, colleges and universities; 2) providing students with internships; 3) questioning standard job requirements; 4) reviewing screening/hiring/advancement practices (to recognize unconventional talent and cultural difference); 5) company-wide cultural training; 6) hiring more than one Aboriginal person; 7) promoting Aboriginal people to senior roles; 8) assessing practices that could act as barriers; 9) developing an Aboriginal hiring and retention strategy; and 10) communicating and celebrating successes. (Deloitte, May 2013)

- **RBC Aboriginal Partnership Report: "A Chosen Journey"**
  The fifth annual RBC Aboriginal Partnership Report (*A Chosen Journey*) contains details of "collaborative projects" based on "strategic partnering and access to financial advice, tools and resources". These include affordable housing, community social development, the environment, Aboriginal employee recruitment and retention, the Aboriginal Student Awards Program, procurement from Aboriginal businesses, and "talented youth moving into corporate Canada". The report also contains an interview with special advisor and former national chief of the Assembly of First Nations, Phil Fontaine. (RBC, June 2013)

- **Youth social entrepreneurship**
  The Ontario Trillium Foundation has announced that it is investing in seven community organizations and collaboratives through the Youth Social Entrepreneurship Future Fund program. One of these projects will develop curriculum to engage would-be entrepreneurs

and train 45 economic development offices to support First Nations social entrepreneurs in Northern Ontario. (Ontario Trillium Foundation, June 2013)

- **Aboriginal employment increases in Saskatchewan**
  Energy and Resources Minister, Tim McMillan, told the Regina Leader Post that July marked "the sixth straight month" of Aboriginal employment increases. He noted that the provincial government allocated almost $50M in 2013-2014 for PSE and training for First Nations and Metis people, and that provincial funding for the Saskatchewan Indian Institute of Technologies increased 48 per cent since the Saskatchewan Party government was elected. Bob Kayseas of the First Nations University of Canada's business school suggested that more First Nations and Metis people are employed because of increasing partnerships between First Nations communities and individuals and business. (Regina Leader Post-First Nations University of Canada, August 2013)

- **Community Foundations Canada**
  Community Foundations Canada is working to strengthen philanthropy across Canada, appointing a new Chief Operating Officer and setting out an "ambitious agenda" that includes: new work in areas such as youth and Aboriginal communities; growing the reach of community foundations and their ability to fund local priorities through *Smart and Caring Communities*; sharing the community foundation story through its first national advertising campaign; and building community knowledge through programs like Vital Signs and the new Community Knowledge Exchange. (Community Foundations Canada, August 2013)

- **Conference Board of Canada: Skills and PSE Summit 2013**
  This two-day summit explores the future of higher education, including colleges, universities, apprenticeship and trades training. The conference offered a session on "engaging Aboriginal communities to increase enrolment in PSE and develop sought-after skills for the workplace". Speakers shared how they are showcasing potential future career opportunities, and how companies can build strong relationships with Aboriginal communities, hire Aboriginals into their workforce, and provide continuing development opportunities. The conference was held in Toronto on November 6-7, 2013. (Conference Board of Canada, September 2013)

Useful links

Widening the Circle: Increasing Opportunities for Aboriginal People in the Workplace. Deloitte's Dialogue on Diversity.
http://aboriginallynx.ca/files/aboriginallynx/u12/Dialogue_on_Diversity_Widening_the_circle.pdf

RBC Aboriginal Partnership Report: A Chosen Journey
http://www.rbcroyalbank.com/commercial/aboriginal/pdf/57482%20Aboriginal%20Report_E.pdf

Data guide

This section contains a description of the main data sources used in the ALMB as well as a review of some of the limitations and guidelines for interpretation.

Labour Force Survey (LFS)

The LFS is a monthly household survey from Statistics Canada. It divides the Canadian population 15 years of age and older into three distinct groups—unemployed, employed, and out of the labour force (those who are not employed and not actively looking for employment)—and provides information about the Canadian labour market.

In the context of the ALMB, the LFS is useful because it is the only survey that provides monthly labour force information about and for Aboriginal people. However, it has limitations for the analysis of Aboriginal labour market outcomes:

- The LFS sample does not include people living in First Nation communities (on-reserve) and Aboriginal settlements.
- Data collected in Yukon, Northwest Territories, and Nunavut use a different methodology and are excluded from national estimates. However, the sample from the territories includes both Aboriginal and non-Aboriginal communities.
- Small sample sizes of Aboriginal peoples limit the extent to which outcomes can be broken down for smaller groups (e.g., by skill level) or regions below the provincial level. This ensures estimates are reliable and that individual and family privacy are respected.
- Aboriginal data from the LFS are not seasonally adjusted (see **Glossary**), which makes it difficult to assess changes over short periods of time.

Identification of the Aboriginal population

Aboriginal identity is determined when respondents identify with at least one Aboriginal group, for example, North American Indian, Métis, or Inuit. It is similar to the Census concept of Aboriginal identity[1].

Coverage and scope

Given the limitations regarding the territories and reserves, analyses of Aboriginal labour market outcomes pertain to *Aboriginal peoples living off-reserve in the ten provinces* only.

Characteristics of the Aboriginal population described in the ALMB may differ from other publications, in particular those based on the Census of Population or the Aboriginal Peoples Survey, which include broader coverage of the Aboriginal population.

LFS - useful links & references

- Labour Force Survey
- Aboriginal People and the Labour Market

Census of Canada/National Household Survey

The *Census of Canada* is a detailed enumeration of the population of Canada. The Census occurs every five years. Results from Census 2011 were released in 2012. Canada's population totalled 33,476,690 in 2011.

Data regarding Aboriginal people are not available in the 2011 Census. In 2011, the Census long form was replaced with a voluntary survey - the *National Household Survey* (NHS) The NHS provides some information about Aboriginal people, including population counts, age, gender, and geographic distributions as well as language, family structure, income, educational attainment, and labour market information.

Roughly 4.5 million households across Canada were selected for the NHS, representing about one-third of all households. The final response rate was 68.6%.

[1] Note that this is different from the concept of *Aboriginal ancestry* also used in the Census.

In the NHS, 'Aboriginal Identity' refers to whether the person self-identifies in the questionnaire as Aboriginal, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or being a Registered or Treaty Indian (that is, registered under the Indian Act of Canada) and/or being a member of a First Nation or Indian Band.

Comparability of Census and NHS estimates

The content of the NHS is similar to that of the 2006 Census long questionnaire; however, a number of changes were made to some questions and sections of the questionnaire.

For example, questions used to measure Aboriginal identity were altered slightly. There were also changes to the definition of 'on-reserve,' as determined by Aboriginal Affairs and Northern Development Canada in collaboration with Statistics Canada.

As a result, users must use caution when comparing NHS estimates with those from the 2006 long form Census, especially when the analysis involves small geographies.

Statistics Canada asks users to consult the NHS's main quality indicator, the global non-response rate, in assessing the quality and comparability of the NHS estimates.

See the NHS User Guide for more information.

Census/NHS - useful links & references

- Census of Canada
- National Household Survey 2011
- NHS User Guide
- Aboriginal Peoples in Canada in 2011
- The educational attainment of Aboriginal peoples in Canada
- Aboriginal peoples and language

Comparability of data on Aboriginal people over time –

According to Statistics Canada, the following factors should be taken into account when comparing data on Aboriginal people over time, for example, when comparing between the 2006 Census and the 2011 National Household Survey:

- Slight differences in the wording and in the format of Aboriginal questions
- Differences in methodology in the 2011 NHS
- Legislative changes, for example Bill C-31 in 1985 and Bill C-3 in 2011, which affect concepts such as Aboriginal identity and registered Indian status
- Changes made to the definition of reserves
- Differences in the list of incompletely enumerated reserves

Over and above these factors, for a variety of reasons, some people report their Aboriginal identity and/or ancestry differently from one data collection period to another.

Source: Statistics Canada (2013) Aboriginal peoples in Canada, Box 2. *http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-011-x/99-011-x2011001-eng.cfm*

Glossary

Economic region: LFS economic regions (ERs) are established in consultation with the provinces. The regions generally correspond to regions used by the province for administrative and statistical purposes, as well as by Statistics Canada. For further information and maps, see the *Labour Force Survey–target population*.

Employment: Employed persons are those who, during the LFS reference week:

1) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work; or
2) had a job but were not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute, or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).

Employment growth: Refers to additional employment positions that did not exist in the previous year.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

GDP/gross domestic product: The market value of all final goods and services produced within a country in a given period of time.

Goods-producing industries (or goods sector, or goods industries) include agriculture; forestry, fishing, mining, and oil & gas extraction; utilities (electric power, gas and water); construction; and manufacturing.

Industry: General nature of the business carried out in the establishment where the person worked (main job only), based on the 2002 North American Industry Classification System (NAICS 2002).

Job vacancy / vacant position: A position is considered "vacant" if it meets three conditions: a specific position exists, work could start within 30 days, and the employer is actively seeking employees from outside the organization to fill the position.

Labour force: Civilian, non-institutional population 15 years of age and over who, during the LFS reference week, were employed or unemployed.

Median: The numerical value that separates the higher half of a sample, population, or distribution, from the lower half.

Not in the labour force: Persons not in the labour force are those who, during the LFS reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.

Occupation: Refers to the kind of work persons were doing during the LFS reference week. For those not currently employed, information is collected for the most recent job held within the previous year. Occupational classification is based on the 2001 National Occupational Classification for Statistics (NOC-S 2001).

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (e.g., women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Population: The target population covered by the LFS corresponds to all persons aged 15 years and over residing in the provinces of Canada, with the exception of: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions (for example, inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

Reference week: The entire calendar week (from Sunday to Saturday) covered by the LFS each month. It is usually the week containing the 15th day of the month.

Replacement demand: Job openings arising from the turnover in existing jobs when people leave the labour market permanently or temporarily. Examples include people who retire and those who temporarily leave their jobs to look after children.

Seasonal adjustment: A seasonally adjusted series is one from which seasonal movements have been eliminated. Seasonal movements are caused by regular annual events such as climate, holidays, vacation periods, and cycles related to crops, production, and retail sales associated with Christmas and Easter. Seasonal adjustment is a complex process used to remove these variations.

Self-employment: Working owners of an incorporated business, farm, or professional practice, or working owners of an unincorporated business, farm, or professional practice. The latter group also includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help.

Service-producing industries (or service sector or service industries) include trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; business, building and other support services; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services; and public administration.

Three-month moving average: Moving averages are used to smooth out short-term fluctuations caused by relatively small sample sizes. This statistical process triples the sample sizes and improves the reliability of estimates. For example, 3MMA data for January would be based on an average of the data from November, December, and January.

Type of work: Full-time or part-time work schedule. Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. This information is available for those currently employed or who last worked within the previous year.

Unemployment: Unemployed persons are those who, during LFS reference week:

1) were on temporary layoff during the reference week with an expectation of recall and were available for work, or
2) were without work, had looked for work in the past four weeks, and were available for work, or
3) had a new job to start within four weeks from reference week, and were available for work.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, age, sex, marital status) is the number unemployed in that group expressed as a percentage of the labour force for that group.

Unemployment-to-job vacancy (UV) ratio: The ratio of unemployed people who last worked within the previous 12 months to job vacancies. The lower the ratio, the more favourable the labour market situation and vice versa. For the UV ratio by sector, the sector in which the unemployed person last worked is used. This does not imply that they continued to look for work in that sector.

For additional terms and further elaboration, please see Statistics Canada (2011) *Guide to the Labour Force Survey.*